

A.J. KIRKWOOD & ASSOCIATES, INC. 401(k) PROFIT SHARING 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 Plan sponsor/sponsoring entity/plan administrator of this 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
A.J. KIRKWOOD & ASSOCIATES, INC. 401(k) PROFIT SHARING PLAN (Plan)
IMPORTANT INFORMATION REGARDING YOUR PLAN
October 12, 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 mutual fund investment platform with registered mutual funds that are distributed by Transamerica Investors Securities Corporation and general account investments (Investment Choices). The general account Investment Choice offered is underwritten by Transamerica Financial Life Insurance Company, 440 Mamaroneck Avenue, Harrison, New York 10528, a New York insurance company (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>404(c) Compliance:</u> This plan intends to comply with the administrative requirements of ERISA section 404(c). ERISA section 404(c) was designed to ensure that you have the opportunity to (1) exercise control over the investment of your accounts available for your direction, and (2) choose from a broad range of investment alternatives.</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	The Plan sponsor/sponsoring entity/plan administrator shall have the right to exercise voting and tender rights attributable to mutual funds offered under the Program.
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 period,

	<p>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 Managed Advice® 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>
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Potential General Administrative Fees	
Services Provided	<p>Qualified retirement plans are governed by a plan document approved by regulators of retirement plans. Services provided to your retirement plan are offered to plan sponsors or to sponsoring entities. Other employers may join the approved plan and become "Participating Employers". Participating employers and participants are all part of the plan and the plan will be referred to the "Program".</p>
Plan Fees and Asset Based Fees	<p>As described below, plan fees and asset based fees under the Program may apply as directed by the Plan sponsor/sponsoring entity/plan administrator. Fees include, but are not limited to:</p> <ul style="list-style-type: none"> • Fees charged for the services provided by a Third Party Administrator (TPA), TAG Resources, LLC selected by the plan sponsor/sponsoring entity. A TPA is an independent company that may be engaged by the Plan sponsor/sponsoring entity/plan administrator to perform such tasks as plan administration, plan consulting, document services and nondiscrimination testing. • Asset based plan service fees anywhere between 0.17% and 0.64 are used to pay the cost of providing services under the Program and are deducted from individual participant accounts. • Fees for annual per participant recordkeeping which are deducted from individual participant accounts and are paid as a flat dollar amount based on the assets under management of each participating employer. • Fees directed by the Plan sponsor/sponsoring entity/plan administrator to be allocated to participants. These could be auditor fees, legal fees, or other third party service provider fees when applicable, and as permitted to be charged to the plan. Any amount deducted, will be reported on the quarterly participant statement. • Depending on the estimated first year assets for each Participating Plan, each quarter, \$12.50 is deducted pro-rata from participant accounts to offset the cost of Custodial Services provided by Reliance Trust Company, a non-affiliated service provider. If applicable the actual amount deducted, will be reported on the quarterly participant statement. • When Passive/Directed Trustee services provided by Reliance Trust Company is selected by your Participating Plan, \$37.50 is deducted pro-rata from participant accounts each quarter. The actual amount deducted, will be reported on the quarterly participant statement.

Potential General Administrative Fees	
	Refer to Exhibit A to see details regarding Plan Fees
Transaction Fees	<p>Transaction fees which may be charged against individual participant accounts as directed by the Plan sponsor/sponsoring entity/plan administrator 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</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 the long-term effect of fees and expenses at A Look at 401(k) Plan Fees (dol.gov).</p> <p>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.</p>

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	
iShares U.S. Aggregate Bond Index K <i>Bloomberg US Aggregate Bond</i>	Interm./Long- Term Bond	Intermediate- Term Bonds	0.05%	\$0.50	0.67% 0.64%	0.11% 0.10%	1.07% 1.13%	N/A
PIMCO Income Instl <i>Bloomberg US Aggregate Bond</i>	Interm./Long- Term Bond	Intermediate- Term Bonds	0.51%	\$5.10	6.76% 0.64%	2.37% 0.10%	4.00% 1.13%	N/A
Victory Core Plus Intermediate Bond R6 <i>Bloomberg US Aggregate Bond</i>	Interm./Long- Term Bond	Intermediate- Term Bonds	0.41%	\$4.10	3.04% 0.64%	1.73% 0.10%	2.51% 1.13%	N/A
RPAG/Wilmington Large Cap Value Fund (12/2018) <i>Russell 1000 Value</i>	Large-Cap Stocks	Large-Cap Value Stocks	0.29%	\$2.90	18.83% 14.44%	N/A N/A	12.25% 6.82%	N/A
Fidelity 500 Index <i>S&P 500</i>	Large-Cap Stocks	Large-Cap Blend Stocks	0.02%	\$0.15	21.61% 21.62%	9.90% 9.92%	11.90% 11.91%	See Type B note below for transfer restrictions
Large Cap Growth IV (11/2022) <i>Russell 1000 Growth</i>	Large-Cap Stocks	Large-Cap Growth Stocks	0.34%	\$3.40	N/A N/A	N/A N/A	24.21% 26.67%	N/A
Mid Cap Value Fund Fee Class R1 <i>Russell Mid Cap Value</i>	Small/Mid-Cap Stocks	Mid-Cap Value Stocks	0.47%	\$4.65	9.52% 11.05%	N/A N/A	6.64% 9.01%	N/A
Fidelity Mid Cap Index <i>Russell Mid Cap</i>	Small/Mid-Cap Stocks	Mid-Cap Blend Stocks	0.03%	\$0.25	13.50% 13.45%	6.40% 6.38%	8.98% 8.98%	See Type B note below for transfer restrictions
Mid Cap Growth Fund Fee Class R1 (12/2019) <i>Russell Mid Cap Growth</i>	Small/Mid-Cap Stocks	Mid-Cap Growth Stocks	0.50%	\$5.00	16.65% 17.47%	N/A N/A	4.30% 5.91%	N/A
Small Cap Value III R1 <i>Russell 2000 Value</i>	Small/Mid-Cap Stocks	Small-Cap Value Stocks	0.41%	\$4.10	N/A N/A	N/A N/A	7.50% -0.17%	N/A
Fidelity Small Cap Index <i>Russell 2000</i>	Small/Mid-Cap Stocks	Small-Cap Blend Stocks	0.03%	\$0.25	9.11% 8.93%	2.49% 2.40%	6.81% 6.65%	See Type B 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	
Small Cap Growth Fund II Fee Class R1 (08/2020) <i>Russell 2000 Growth</i>	Small/Mid-Cap Stocks	Small-Cap Growth Stocks	0.64%	\$6.40	10.43% 9.59%	N/A N/A	-2.61% 1.41%	N/A
International Equity Fund R1 (12/2020) <i>MSCI ACWI Ex USA</i>	International Stocks	World/Foreign Stocks	0.46%	\$4.60	24.51% 20.39%	N/A N/A	-4.09% -0.74%	N/A
TIAA-CREF International Equity Index Instl <i>MSCI EAFE</i>	International Stocks	World/Foreign Stocks	0.05%	\$0.50	25.98% 25.65%	3.30% 3.24%	3.92% 3.82%	N/A
American Funds New World R6 <i>MSCI ACWI</i>	International Stocks	Emerging Market Stocks	0.57%	\$5.70	17.35% 20.80%	5.29% 6.46%	5.04% 7.56%	N/A
Balanced ESG Fund Fee Class R1 <i>Morningstar Moderate Target Risk</i>	Multi- Asset/Other	Balanced	0.32%	\$3.20	14.55% 11.43%	N/A N/A	0.39% -1.06%	N/A
Nuveen TIAA Lifecycle Index Retirement Income R (12/2020) <i>S&P Target Date Retirement Income</i>	Multi- Asset/Other	Target Date Investment Choices	0.08%	\$0.80	8.82% 7.38%	N/A N/A	-0.90% -1.24%	N/A
Nuveen TIAA Lifecycle Index 2010 R (04/2021) <i>S&P Target Date 2010</i>	Multi- Asset/Other	Target Date Investment Choices	0.08%	\$0.80	8.42% 8.30%	N/A N/A	-2.47% -1.86%	N/A
Nuveen TIAA Lifecycle Index 2015 R (12/2020) <i>S&P Target Date 2015</i>	Multi- Asset/Other	Target Date Investment Choices	0.08%	\$0.80	9.38% 8.81%	N/A N/A	-0.72% -0.21%	N/A
Nuveen TIAA Lifecycle Index 2020 R (12/2020) <i>S&P Target Date 2020</i>	Multi- Asset/Other	Target Date Investment Choices	0.08%	\$0.80	10.27% 9.96%	N/A N/A	-0.43% -0.01%	N/A
Nuveen TIAA Lifecycle Index 2025 R (12/2020) <i>S&P Target Date 2025</i>	Multi- Asset/Other	Target Date Investment Choices	0.08%	\$0.80	11.61% 10.97%	N/A N/A	0.00% 0.72%	N/A
Nuveen TIAA Lifecycle Index 2030 R (12/2020) <i>S&P Target Date 2030</i>	Multi- Asset/Other	Target Date Investment Choices	0.08%	\$0.80	13.14% 12.96%	N/A N/A	0.57% 1.42%	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	
Nuveen TIAA Lifecycle Index 2035 R (12/2020) <i>S&P Target Date 2035</i>	Multi- Asset/Other	Target Date Investment Choices	0.08%	\$0.80	15.02% 15.18%	N/A N/A	1.20% 2.19%	N/A
Nuveen TIAA Lifecycle Index 2040 R (12/2020) <i>S&P Target Date 2040</i>	Multi- Asset/Other	Target Date Investment Choices	0.08%	\$0.80	17.07% 17.06%	N/A N/A	1.97% 2.84%	N/A
Nuveen TIAA Lifecycle Index 2045 R (12/2020) <i>S&P Target Date 2045</i>	Multi- Asset/Other	Target Date Investment Choices	0.08%	\$0.80	18.39% 18.32%	N/A N/A	2.62% 3.25%	N/A
Nuveen TIAA Lifecycle Index 2050 R (12/2020) <i>S&P Target Date 2050</i>	Multi- Asset/Other	Target Date Investment Choices	0.08%	\$0.80	18.81% 18.84%	N/A N/A	2.79% 3.45%	N/A
Nuveen TIAA Lifecycle Index 2055 R (12/2020) <i>S&P Target Date 2055</i>	Multi- Asset/Other	Target Date Investment Choices	0.08%	\$0.80	19.25% 18.97%	N/A N/A	2.93% 3.53%	N/A
Nuveen TIAA Lifecycle Index 2060 R (12/2020) <i>Morningstar Lifetime Allocation Moderate 2060</i>	Multi- Asset/Other	Target Date Investment Choices	0.08%	\$0.80	19.50% 17.17%	N/A N/A	1.69%	N/A
Nuveen TIAA Lifecycle Index 2065 R (03/2021) <i>Morningstar Lifetime Allocation Moderate 2060</i>	Multi- Asset/Other	Target Date Investment Choices	0.08%	\$0.80	19.69% 17.17%	N/A N/A	0.36%	N/A

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

Note Type B Participants who exchange shares out of an investment choice will not be permitted to exchange shares into the same investment choice for 60 calendar days. The policy will not prevent regular employer or participant contributions into an investment choice, nor will it prevent a participant from exchanging out of an investment choice at any time. Reallocation and rebalancing transactions completed systematically or directly by participants will not be exempt from the frequent-trading policy.

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 Account	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.
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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 TAG Resources, LLC a Third Party Administrator (TPA), that your employer has selected to provide these services. TPA services may include consulting, compliance, document services, or other plan administration activities.

Type of Service, Feature or Benefit	TPA Charges <i>(Expressed in \$)</i>	Basis
Fees		
▪ Terminated Participant Fee	\$0	Per Participant Per Year
▪ Terminations / Lump Sum Distribution**	\$50	Per distribution
▪ Death Benefits	\$50	Per distribution
▪ Disability Benefits	\$50	Per distribution
▪ QDRO Distribution Fee	\$400	Per distribution
▪ Installments		Per distribution
▪ Loan Setup Fee	\$50	Per Loan

▪ Loan Maintenance Fee	\$50	Annually
▪ Hardship Withdrawal	\$50	Per distribution
▪ In-Service/Child Birth/Adoption Withdrawal	\$50	Per distribution
Plan Fees		
Participant Charges		
▪ 0 - 999999999	\$25	Per Participant
Base Fees		
▪ 0 - 999999999		Per Year
**May include Required Minimum Distributions		

Type of Service, Feature or Benefit	Transamerica Charges (Expressed in \$)	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	Per Participant Per Year
▪ Terminations / Lump Sum Distribution**	\$50	Per distribution
▪ Death Benefits	\$50	Per distribution
▪ Disability Benefits	\$50	Per distribution
▪ QDRO Distribution Fee	\$50	Per distribution
▪ Installments	\$0	Per distribution
▪ Loan Setup Fee	\$75	Per Loan
▪ Loan Maintenance Fee	\$50	Annually
▪ Hardship Withdrawal	\$50	Per distribution
▪ In-Service/Child Birth/Adoption Withdrawal	\$50	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

Per Participant Recordkeeping

The Annual Per Participant Required Revenue is shown below. 1/12th of the of the annual amount is deducted from participant accounts each month.
Assets under management as of the Program effective date of your Participating Employer

Based on the Plan Assets of each Participating Employers	Fee Amount (Expressed in \$)	Basis
\$0 - \$74,999	10.00	Monthly
\$75,000 - \$249,999	10.00	Monthly
\$250,000 - \$499,999	0.00	Monthly
\$500,000 - \$749,999	0.00	Monthly
\$750,000 - \$999,999	0.00	Monthly
\$1,000,000 - \$1,999,999	0.00	Monthly
\$2,000,000 - \$2,999,999	0.00	Monthly
\$3,000,000 - \$3,999,999	0.00	Monthly
\$4,000,000 - \$5,999,999	0.00	Monthly
\$6,000,000 - \$7,999,999	0.00	Monthly
\$8,000,000 - \$9,999,999	0.00	Monthly
\$10,000,000 - \$14,999,999	0.00	Monthly
\$15,000,000 - \$19,999,999	0.00	Monthly
\$20,000,000 - \$29,999,999	0.00	Monthly
\$30,000,000 - \$39,999,999	0.00	Monthly
\$40,000,000 - \$49,999,999	0.00	Monthly
\$50,000,000 - \$99,999,999	0.00	Monthly
\$100,000,000+	0.00	Monthly