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Your TCS 401(k) Plan is moving to Vanguard

Welcome! Tata America International Corporation is moving your retirement plan to Vanguard. It will happen automatically, so you don't have to do anything.

What's ahead

During the move, you won't be able to make changes in your account. It is suggested you review your investments and other choices to make any changes you wish. Otherwise, you'll need to wait until the move is complete to have full control of your account again.

To make changes to your account before the move, please contact Principal online at principal.com or by phone at **800-547-7754**.

Please know that your contributions will continue as usual throughout the move.

Your plan's moving schedule

February 5, 2025, at 4 p.m. Eastern time	The move begins. Last day to contact Principal to: <ul style="list-style-type: none">• Change your address.• Change your investments.• Move your money to new funds.• Change the amount of each paycheck you invest.• Make unscheduled loan payments.• Take your money out of the plan.
February 13, 2025	Your money is transferred from Principal to Vanguard.*
February 14, 2025	Your money is invested at Vanguard.*
Week of March 2, 2025	The move is complete. You have full control of your account again.

*Most assets will transfer in-kind; assets that are enrolled in the managed account service at Principal will transfer to Target Date Trusts and then be placed into the Digital Advisor service. Here's how: **On February 13, 2025 at market close:** Funds moving to the same investments (in-kind) will be transferred to your Vanguard plan account. Each fund will be invested using that day's net asset value (NAV). Also, Principal will update the value of each managed account investment based on its NAV that day—and begin selling those funds. **On February 14, 2025 at market close:** Vanguard will begin to invest the managed account assets that were sold by Principal. These assets may make a temporary stop in a short-term investment before being invested in the age-appropriate target date fund. Your plan account will be updated based on the NAVs of any new funds. Once your funds are sold, your money will be out of the market until it's reinvested at Vanguard. So you won't have gains or losses during that time. Vanguard needs to receive all assets and accurate records on time for all plan transition dates to be met.

How your money will move

Most assets will transfer in-kind. Assets that are enrolled in the Target My Retirement® service at Principal will transfer to the Target Date Trust with the target date closest to the year in which you will reach age 65 and then be placed into Vanguard's Digital Advisor service. Target Date Trusts are an all-in-one investment. It's made up of both stocks and bonds based on an appropriate mix for your age and goals.

About target-date investments

Investments in Target Date Trusts are subject to the risks of their underlying funds. The year in the trust name refers to the approximate year (the target date) when an investor in the trust would retire and leave the workforce. The trust will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. An investment in a Target Date Trust is not guaranteed at any time, including on or after the target date.

Already getting payments?

If you're getting regular payments from your account by direct deposit, take a moment to add your banking information. This will keep your retirement plan paychecks or required minimum distributions coming—like when your plan was at Principal. To get started, log in to vanguard.com/retirementplans or call Vanguard at **800-523-1188**. Until you set up direct deposit, you'll get your money by check.

Keep in mind, **your federal tax withholding information won't carry over** from Principal. Your withholding will automatically reset to the IRS default. That means your withholding will change—unless you take action. Once your account is set up at Vanguard, you can choose a different withholding amount by completing a new tax form. Watch for more information coming soon.

Do you have a managed account?

If you have Target My Retirement® with Principal, Vanguard Digital Advisor® will replace your managed account planning service, unless you meet one of the conditions below.

You won't be enrolled automatically in Digital Advisor if you:

- Are already enrolled in a Vanguard advice service in a personal or retirement plan account, or
- Have a non-U.S. address, or
- Don't have a valid U.S. address on file.

If you're not enrolled automatically in Digital Advisor, but become eligible for the service, you can sign up after it's available in your plan.

After your retirement plan moves to Vanguard, you can register your new online account at digital-advisor.vanguard.com. If you don't, you'll be unenrolled from Digital Advisor since we use your online account to deliver important info and documents.

You can opt out of being automatically enrolled in Digital Advisor by contacting Principal before February 5, 2025, and unenrolling from your managed account. When your account moves to Vanguard, you won't be enrolled in Digital Advisor.

Get to know us

At Vanguard, you're not just an investor—you're an owner.¹ So your goals are our goals, too. We'll always aim to keep your costs low and help you build the life—and the retirement—you want.

In addition, you'll have access to Vanguard's low-cost expert advice and money management services. Take a sneak peek today at vanguard.com/advice-options. (Remember, you won't be able to sign up for advice until the transition is complete.)

We'll stay in touch

We'll contact you again when your plan's move is complete. That's when you'll have full control of your plan account online and can call us with any questions.

To access all the information needed for the transition to Vanguard, please visit **vanguard.com/tcs401kplan**.

At this time, if you have account-specific questions or would like to make fund investment, you'll need to contact Principal at **800-547-7754** until the transition ends.

If you have questions about the transition and you'd like to talk to someone, you can call Vanguard at **800-523-1188** with your plan number (**097584**). Please keep in mind, the associates can only give you general information about the transition. Vanguard will not have your specific account information on file until the transition is complete.

Welcome to Vanguard. We look forward to serving you.

Whenever you invest, there's a chance you could lose the money.

As its name suggests, a stable value investment tries to keep its share price constant. But this is not guaranteed, and it's possible to lose money with an investment like this. Unlike bank savings accounts, this investment is not insured by the U.S. government. It's also not insured by your employer or Vanguard.

Vanguard Digital Advisor's services are provided solely by Vanguard Advisers, Inc. (VAI), a registered investment advisor. Go to **vanguard.com/legalbrochure** for important details about this service. Vanguard Digital Advisor's financial planning tools provide projections and goal forecasts, which are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results.

¹Vanguard is investor-owned, meaning the fund shareholders own the funds, which in turn own Vanguard.

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