

Your TCS 401(k) Plan account is on the move

And arriving at Vanguard soon.



We are so excited to show you around your retirement plan. While your account moves, there will be a brief time when you cannot make changes. But after that, you can settle in and feel right at home.

Your transition timeline

February 5, 2025	<p>The move begins. After 4 p.m. ET, you will no longer be able to request some transactions until the move is complete. So contact Principal before that time if you want to:</p> <ul style="list-style-type: none">• Move money between, or change your investments.• Change the amount of each paycheck you invest.• Change the address on your account.• Request a loan or make extra loan payments.• Take money out of your account. <p>If you contribute to the plan, or are paying back a loan, your contributions and payments will continue.</p>
February 13, 2025	Principal transfers your investments.*
February 14, 2025	We invest your money in your new Vanguard account.*
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 trust. 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.

Until market close on February 13, you will continue to see your full account information at Principal. After market close on February 13, Principal will initiate the transfer of records and assets to Vanguard.

Once the records and assets are transferred, you will see a zero balance in your account at Principal, however you will still have access to historical account details and statements. Until the records and assets have been received, no account details will be viewable at Vanguard.

Once all account data has been transferred into Vanguard's system, Vanguard will complete the process of building all participant accounts. Your account will be fully viewable upon the end of the blackout.

Note: It is possible you may see your account before it's fully established at Vanguard if attempting to view online prior to the blackout. The information you will see may appear incorrect. Until the blackout has lifted, you should not consider anything you are seeing in your account as final.

If you are enrolled in the managed account service at Principal, your assets will be liquidated/sold by Principal at market close February 13, and those assets will be wired to Vanguard on February 14.

Assets will be temporarily invested in an age-appropriate target retirement trust for each managed account enrolled participant during the blackout period. Any earnings on the assets while they are temporarily invested in an age-appropriate target retirement trust will be allocated to your account prior to the end of the blackout.

Once the blackout has ended, your assets that were in the managed account service at Principal will be transferred into Vanguard's Digital Advisor service, where you will be able to continue to benefit from account management services.



Timeline for managed accounts

If your plan account is enrolled in Target My Retirement® with Principal and will automatically transition to Digital Advisor, here are the key dates to keep in mind:

February 5, 2025	Before 4 p.m. ET, is your deadline to opt out of the advice service at Principal.
February 5, 2025	The move begins. After 4 p.m. ET, you will no longer be able to request some transactions until the move to Vanguard is complete. See page 2 for details about the specific transactions.
Week of March 2, 2025	Once the move is complete, you will have full access to your account at Vanguard, and Digital Advisor will begin managing your retirement plan investments. Watch your mailbox for a flyer from Vanguard letting you know you can now register for online account access—and update your Digital Advisor profile.
After 180 days	You'll be unenrolled from Digital Advisor if you do not register for online access to your Vanguard account by today.

What's next?

You can make changes before the move, or just sit back and enjoy the ride. While you wait, sneak a peek at all of the great features you will get once the move is complete.

Plan features

Secure online account access

You can log in to our website to conveniently access your account anytime.

Tools and resources

We'll always be here to help. And our **My Financial Wellness** tool can even help you reduce debt and build savings and more.

New advice services

Your new services range from fund recommendations to having your account managed for you. Stay tuned for more information about each of these advice services after the move is complete.

Employee contribution

You can contribute up to 50% of your eligible pay, in whole percentages, up to IRS contribution limits. If you are age 50 or over by the end of the calendar year, you may qualify to make additional "catch-up" contributions. Visit [irs.gov](https://www.irs.gov) for the current limits.

You can make pretax contributions, Roth (after-tax) contributions, or a combination of both. Together, both contribution types are subject to the annual IRS limit. If you contribute above the IRS limit, excess contributions will be automatically refunded to you.

Employer match

Tata America International Corporation matches 100%, up to 3% of your compensation, and 50% between 4-5% of your compensation. The maximum matching contribution per pay period is 4%.

Automatic annual increases

This optional service allows you to save more in the plan each year—automatically.

Beneficiary designations

You'll be able to quickly and easily name or update beneficiaries anytime.

Roth after-tax contributions

Wouldn't it be great to have some money in retirement that won't be taxed? With Roth after-tax contributions, you pay taxes on your contributions today—but potentially never again—as long as you're at least age 59½ and made your first Roth contribution at least five years earlier.

Make changes

To make a change in your account before the move, contact Principal at www.principal.com or **800-547-7754**.

Need help?

If you have questions, contact Principal. For even more information about the transition, visit vanguard.com/tcs401kplan.

Already getting payments?

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.

We will stay in touch

In the next few weeks, we'll let you know about what's happening and when.

Webinars

We'll also team up with Kaltura to host webinars to help you learn more about the plan's features and investment options.

To register for a webinar, visit tataamerica.events.vanguard.com.

Onsite meetings

We are hosting onsite meetings in addition to the webinars offered.

The information shared in the onsite meetings and the webinars will be the same. Webinars and onsite meetings will cover pre-transition information such as the key dates and who to contact until the transition is complete.



Give your investments one last look

The move is about to start. So it's a good idea to make sure you're comfortable with the investments you own. You won't be able to sell them until the transition ends.

If you are enrolled in the managed account service at Principal, your account balance will be invested in the Target Retirement Trust with the target date closest to the year in which you'll reach age 65. Then, your balance will be placed into the Digital Advisor service at Vanguard.

If you are not enrolled in the managed account service, your assets will move to the same investments. When the transition is complete, you'll be able to choose different investments in your plan's lineup whenever you'd like.

Your investment options with Vanguard

A move like this is the perfect time to revisit your goals for retirement. Once you're settled into your plan, take a fresh look at your investment mix. Is it still in line with how long you have until retirement and your comfort with risk?

Target date trusts

With one target-date investment, you can have a mix of investments that's right for you now—and will likely be right for you as you move into retirement.

To choose one, think about the year you'll probably retire (maybe the year you reach age 65). That's your target date. Then just pick the investment with the year closest to that date. Your investment will automatically become less risky as the target date nears. And when you do retire, your investment will settle into a mix that makes sense for most retirees drawing income.

Core investments

These investments can provide the basic ingredients for a well-balanced portfolio.

Supplemental investments

These funds can help you fine-tune your portfolio with more specialized investments. They may focus on a specific industry, region, market segment, or bond type. Think health care or technology as examples.

You can combine several investments to create a mix that suits you.

Get started by checking out your investment options at <https://www.vanguard.com/tcsfunds>.

A note about risk

Whenever you invest, there's a chance you could lose the money. Investments in Target Retirement 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. The Income Trust and the Income and Growth Trust have fixed investment allocations and are designed for investors who are already retired. An investment in a Target Retirement Trust is not guaranteed at any time, including on or after the target date. Diversifying means having different types of investments. It doesn't guarantee you'll make a profit or that you won't lose money.

Your money, your choice— Consider Vanguard advice

Whether you want help managing your money, or you'd like to talk to a financial advisor, Vanguard has professional, low-cost advice for you.



Vanguard Digital Advisor® offers expert advice and money management for all your financial goals, entirely online.



Vanguard Personal Advisor® gives you expert online money management plus unlimited access to a financial advisor who focuses on what matters to you.



Vanguard Situational Advisor™ lets you set up a onetime chat with an advisor to discuss any financial situation that pops up.

Learn more about Vanguard advice at vanguard.com/advice-options.

What if my account is already managed?

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.

After your retirement plan moves to Vanguard, register for online access to your account at vanguard.com/retirementplans. After you log in for the first time, you'll be prompted to update your profile. Make sure you do! Updating your info ensures Digital Advisor will choose an investment mix that's right for you and your financial goals.

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

- Are already enrolled in a Vanguard proprietary advice service.
- Have a non-U.S. address.
- Don't have a valid U.S. address on file.

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

You can opt out of 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.

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



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Vanguard Target Retirement Trust is a collective trust, not a mutual fund. This type of investment is offered only in retirement plans like yours. Before you invest, get the details. Know and carefully consider the objective, risks, charges, and expenses. Vanguard Fiduciary Trust Company manages the Vanguard collective trusts

Taxes: Taking money from your retirement account can affect how much you'll have to pay in taxes. You'll owe taxes on pre-tax money. You won't owe taxes on Roth earnings as long as you are age 59½ or older and it's been at least five years since your first Roth contribution. If required by law, Vanguard will withhold some taxes for you. You may need to pay a 10% federal penalty tax if you take money out early.

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

Vanguard Digital Advisor's and Vanguard Personal Advisor's services are provided solely by Vanguard Advisers, Inc. (VAI), a registered investment advisor. Please review the **Vanguard Digital Advisor and Personal Advisor brochure** for important details about these services. Vanguard Digital Advisor's and Personal 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.

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