Frequently Asked Questions: The Kenco 401(k) Plan is moving to Fidelity

What is moving to Fidelity?

The Kenco Group, Inc. 401(k) Employee Savings Plan (the "Kenco 401(k) Plan") will transition to Fidelity Investments® on June 15, 2026.

Why is Kenco Group, Inc. making this change?

Kenco Group, Inc. has a fiduciary responsibility to ensure all participants are getting the most value from their retirement plans. After a thorough evaluation of retirement plan providers, Kenco Group, Inc. selected Fidelity Investments for their technology, exceptional service and associate-friendly, easy-to-use tools and resources.

Do I need to take any action to transfer my account to Fidelity?

Typically, no. We'll do the heavy lifting for you—transferring your account balance, your contribution rate, and investment elections, as well as any loans you may have. Be sure to read the Transition Guide that you will receive for any specifics with your plan transfer that you should be aware of.

I already have an account at Fidelity. How will it be impacted?

Existing Fidelity accounts will not be impacted by the transition. When the transition is complete, you will see the Kenco 401(k) Plan in addition to any other Fidelity accounts you already have.

What is a transition period?

A transition period, also known as a "blackout period," is a time during which no transactions may take place within your account. This includes all types of transactions including but not limited to withdrawals, transfers among funds, loans, investment election changes and contribution rate changes. Your account balance will remain invested during the transition period.

Will the transition impact how I manage my account?

Only temporarily. A transition period is required to move your account balance from Bank of America/Merrill Lynch to Fidelity Investments. **You will not be able to access or make any changes to your Kenco 401(k) Plan during the transition period.** The transition will begin at 4:00 p.m. ET on June 10 and is expected to end the week of July 5, 2026. During that time, Fidelity will be working diligently to move accounts over and ensure your data is safe and accurate as quickly as possible.

Will I be notified when the transition is complete?

Yes. You will receive a notification by either email or postcard once the transition period is over, which is anticipated to be the week of July 5, 2026.

What happens to my payroll contributions during the transition?

Your contributions deducted from your pay will continue to be sent to Bank of America/Merrill Lynch until the transition period begins. After the transition period has started, those contributions will transfer to Fidelity. You will not miss any payroll deductions as a result of this transition.

What happens to my loan repayments during the transition?

Your loan repayments from your pay will continue to be sent to Bank of America/Merrill Lynch until the transition period begins. After the transition period has started, your same loan repayments will continue and will transfer to Fidelity. You will not miss any loan payments as a result of this transition.

Will my investment options change?

Some investment options will change while others will remain the same. Details on how investments will move to Fidelity will be provided in the Transition Guide that will be emailed or mailed to your address on file in May. The Transition Guide will also be posted to the transition website at www.myfidelitysite.com/kenco.

How do I access my current account or request transactions before the transition period starts?

For account questions and transactions **before** the transition period starts at 4:00 p.m. ET on June 10, 2026, contact Bank of America/Merrill Lynch at www.benefits.ml.com or 800-228-4015. **Please note that any transactions requiring paperwork must be returned to Bank of America/Merrill Lynch by June 4, 2026, to be processed before the transition begins.**

Will there be more information about this change?

Yes. You will receive detailed communications that include key dates, transition of your investments, and any account changes in May via email if you have a valid email address or by mail to the address on file. All of these communications will also be posted to the transition website at www.myfidelitysite.com/kenco.

How can I learn more about Fidelity and managing my account?

You can go to www.myfidelitysite.com/kenco for more information about services that Fidelity offers.

Who do I contact with questions about the transition?

Bookmark the transition website www.myfidelitysite.com/kenco and check often for updates and additional information. You can also contact the Benefits Team at benefits@kencogroup.com if you have additional questions.

Investing involves risk, including risk of loss.

The timing of the plan changes and transition period, including any asset reallocations, described within this brochure depends on a variety of factors, which may include: the timing and accuracy of the transfer of data, receipt of instructions, and receipt of assets. Changes in any of these factors may result in changes to the timing of the delivery of services, the transition period, and/or the dates on which, and thus the prices at which, assets in your account are sold and/or reinvested.

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