

A change to your retirement plan

This required fee disclosure notice includes important information about your retirement plan. You can also review additional information about your investment options, which is available on your plan's website at <http://retirementplans.vanguard.com/PubFundChart/fedexrsp/4029>, or by contacting Vanguard Participant Services at 800-523-1188 or writing to Vanguard at P.O. Box 2900, Valley Forge, PA 19482-2900. You can obtain a free paper copy of the information on the website by calling Vanguard at 800-523-1188. No specific action is required on your part as a result of this notice.

The following investment option(s) will be added to your plan after the market close on 03/31/2021:

BlackRock Multi-Asset Income Portfolio (I) (BIICX) – Expense ratio: 0.70%
Vanguard Short-Term Inflation-Protected Securities Index Fund (Inst) (VTSPX) – Expense ratio: 0.04%
Active International Equity Fund – Expense ratio: 0.46%

The following investment option(s) will be removed from your plan after the market close on 03/31/2021:

Vanguard International Growth Fund (Adm) (VWILX) – Expense ratio: 0.33%
Vanguard International Value Fund (Inv) (VTRIX) – Expense ratio: 0.38%
Vanguard Inflation Protected Securities Fund (Inst) (VIPIX) – Expense ratio: 0.07%

The self-directed brokerage option will be added effective 04/01/2021:

Your plan provides you with the option to open a self-directed brokerage account. A self-directed brokerage account provides you with access to an expanded range of investments beyond the plan's core investment lineup. The brokerage provider for plan brokerage accounts is TD Ameritrade, Inc.

Investments available through a brokerage account may charge fees like purchase fees or redemption fees that could be charged to your individual plan account. Please review a fund's prospectus and the enclosed commission and fee schedule for details. You should contact TD Ameritrade or review tdameritrade.com for additional information about any fees associated with the purchase or sale of a security before buying or selling that security.

Self-Directed Brokerage Option facilitation fee

If you open a self-directed brokerage account, an annual fee of \$50 will be deducted by Vanguard from your non-brokerage investments for services to support access to the brokerage account.

You can access your self-directed brokerage account by logging on to your plan account at vanguard.com or by logging on directly at tdameritrade.com. Transactions in your self-directed brokerage account can be initiated through TD Ameritrade online at tdameritrade.com or by speaking with a TD Ameritrade Participant Service Specialist at (866) 766-4015.

TD Ameritrade's online and phone order systems are available anytime. TD Ameritrade Participant Service Specialists are available to accept orders on business days from 8 a.m. to 7 p.m., Eastern time. Please see the enclosed commission and fee schedule for transaction costs and other information regarding this service.

No more than 90% of your vested balance may be invested in a self-directed brokerage account.

Your initial brokerage investment must be at least \$2000.

The minimum amount for ongoing exchanges into the Vanguard brokerage account is \$100.

You may allocate no more than 90% of your future contributions to the brokerage account.

Connect with Vanguard®

Access your account at vanguard.com/retirementplans or call 800-523-1188. To review your investment options, visit your plan's website at <http://retirementplans.vanguard.com/PubFundChart/fedexrsp/4029>.

Not registered for online access?

Visit vanguard.com/retirementplans and choose Sign up for online access. You will need your plan number: 093111.

It takes just a few minutes to sign up for e-delivery: If you haven't already signed up to receive plan communications electronically, you can change your mailing preferences by logging on to vanguard.com/retirementplans

All investing is subject to risk, including the possible loss of the money you invest.

For more information about any fund, including investment objectives, risks, charges, and expenses, call Vanguard at 800-523-1188 to obtain a prospectus. The prospectus contains this and other important information about the fund. Read and consider the prospectus information carefully before you invest. You can also download fund prospectuses at vanguard.com.