

Down to Earth 401(k) Plan

Participant fee disclosure

May 2021

Investments are not FDIC-insured, nor are they deposits of or guaranteed by a bank or any other entity, so they may lose value.

Plan-related information

Your employer offers the Down to Earth 401(k) Plan to help you prepare for retirement.

This document is designed to help you understand certain plan provisions, investment information and the costs associated with your plan. If you come across a term that isn't familiar to you, please take a moment to review the glossary available at myretirement.americanfunds.com. To request a paper copy of this Participant fee disclosure document, contact your employer.

General plan information

Your investment options

You can choose from the following investment options:

- target date funds
- individual funds

Investment instructions

To begin participating in your employer's retirement plan, you must first meet the plan's eligibility requirements and enroll. Once enrolled, you can provide investment instructions (i.e., make investment exchanges or change future contribution elections) in any of the following ways:

- **By phone:** Call (800) 204-3731.
- **On the internet:** Go to myretirement.americanfunds.com.

Please note: Trading activity is monitored to ensure that trading guidelines, which are described in the prospectuses, are observed. Non-American Funds may have their own trading restrictions. Please see the prospectuses for details.

Equity wash

Your plan has an "equity wash" provision to help protect participants who invest in stable value funds. It restricts participants from moving assets from stable value fund(s) directly into "competing fund(s)" (e.g. money market fund or short-term bond fund). Assets leaving a stable value fund must go into a "non-competing" fund (e.g., stock fund or long-term bond fund) where they must stay invested for a certain period of time before they can be moved into the competing fund. This provision deters participants who want to move back and forth between a stable value fund and a money market fund (or any other short-term investment option). The affected fund(s) in your plan and timeframes are listed below.

Equity wash fund
EB MaGIC Fund
Competing fund
American Funds Intern Bd Fd of America
Period of time
90 day(s)

Voting and other rights

The trustee or another plan fiduciary may vote or exercise any other rights associated with ownership of the investments held in your account.

Designated investment alternatives

The "Investment-related information" table(s) identify and provide information about the plan's investment options.

Administrative expenses

Plan-level expenses/credits

The day-to-day operation of a retirement plan involves expenses for ongoing administrative services – such as plan recordkeeping and trustee/custodial services – that are necessary for administering the plan as a whole. A retirement plan also offers a host of other services, such as a telephone voice response system, access to customer service representatives, retirement planning tools, electronic access to plan information, account statements and online transactions.

All or a portion of these services are paid from the plan's investments. This is reflected in each investment's expense ratio and reduces the investment returns. If an additional amount is required to cover your plan's administrative expenses, it will be assessed to participant accounts as a percentage of the account balance. This fee will be deducted from your account quarterly and will appear on your quarterly statement. Your employer expects that the total amount of plan-level expenses will not exceed .40% of your account balance per year.

The plan may also incur unexpected expenses that may be deducted from participant accounts.

If your plan's investments generate more revenue than is necessary to cover the costs of administrative services for your plan, the excess amount will be used to pay other plan expenses or allocated to participants and will appear on your quarterly statement.

Advisory/RIA fees

Certain advisory/RIA fees are also charged to the plan for their support, which includes conducting

Plan-related information

enrollment meetings and providing education and investment services. These fees will be assessed to participant accounts on a quarterly basis and are not expected to exceed .50% annually.

Individual expenses

In addition to overall plan administrative expenses, there are individual service fees associated with optional features offered under your plan. Individual service fees will be charged separately if you choose to take advantage of a particular plan feature. These fees are described below.

Loan fees

A loan initiation fee of \$185.00 will be deducted from your loan amount. Therefore, if you'd like to receive \$1,000, you'll need to request a loan for \$1,185.00. You'll have the opportunity to repay this fee because it's included in the amortization schedule. This fee is charged for setting up the loan and providing the amortization schedule. An ongoing maintenance fee of \$100.00 per year will be deducted from your account via quarterly payments for maintaining the loan on the recordkeeping system and for monitoring the loan payments received.

Expedited delivery is available for additional fees. Express delivery is available for \$30 and estimated delivery time is 2-3 business days. Direct deposit via ACH is also available for an additional fee of \$15.

One-time distribution/transaction fees

You will be charged a fee for a one-time distribution or certain other requested account transactions. The amount of the fee may vary based on the type of distribution or transaction, if applicable.

One-time distribution fee: \$125.00 per request

Expedited delivery is available for additional fees. Express delivery is available for \$30 and estimated delivery time is 2-3 business days. Direct deposit via ACH is also available for an additional fee of \$15.

Rollover investments from your retirement plan into a Capital Group IRA, with Capital Bank and Trust as custodian, will automatically be invested in Class A shares at no sales charge regardless of the share class available in your retirement plan. Any future contributions to the IRA will be assessed the appropriate sales charge based on the applicable break points. See the specific fund's prospectus for additional information.

Hardship withdrawal fee: \$150.00 per request
Required minimum distribution (RMD) fee: \$100.00 per request

QDRO alternate payee distribution fee: \$250.00 per request
Death distribution/beneficiary transfer fee: \$150.00 per request
Disability distribution fee: \$150.00 per request

Have questions?

Your plan contact

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Your financial professional

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Investment-related information

Figures shown are past results and are not predictive of future results. Current and future results may be lower or higher than those shown here. Share prices and returns will vary, so you may lose money. Investing for short periods makes losses more likely.

Investment Options for Class R-5E

Investment name Benchmark Investment manager	Asset class	Inception date	Average annual total returns (%) as of 03/31/21				Expense ratios (%)		Gross expenses per \$1,000
			Lifetime	10 years	5 years	1 year	Gross	Net	
Target Date investments									
American Funds Target Date 2010	Target date	02/01/07	5.34	6.75	7.27	20.73	0.45	0.45	\$4.50
S&P Target Date Through 2010 Index			5.49	6.44	7.33	22.02			
American Funds. Shareholder-type fees - none.									
American Funds Target Date 2015	Target date	02/01/07	5.68	7.22	7.80	23.09	0.45	0.45	\$4.50
S&P Target Date Through 2015 Index			5.78	7.08	8.14	24.66			
American Funds. Shareholder-type fees - none.									
American Funds Target Date 2020	Target date	02/01/07	6.01	7.85	8.47	24.53	0.45	0.45	\$4.50
S&P Target Date Through 2020 Index			6.03	7.71	9.02	29.60			
American Funds. Shareholder-type fees - none.									
American Funds Target Date 2025	Target date	02/01/07	6.79	8.90	9.84	29.54	0.48	0.48	\$4.80
S&P Target Date Through 2025 Index			6.41	8.33	9.87	34.45			
American Funds. Shareholder-type fees - none.									
American Funds Target Date 2030	Target date	02/01/07	7.47	9.76	11.30	35.39	0.50	0.50	\$5.00
S&P Target Date Through 2030 Index			6.74	8.84	10.70	39.45			
American Funds. Shareholder-type fees - none.									
American Funds Target Date 2035	Target date	02/01/07	8.00	10.53	12.92	44.12	0.52	0.52	\$5.20
S&P Target Date Through 2035 Index			7.01	9.35	11.54	44.89			
American Funds. Shareholder-type fees - none.									
American Funds Target Date 2040	Target date	02/01/07	8.25	10.87	13.58	48.59	0.53	0.53	\$5.30
S&P Target Date Through 2040 Index			7.22	9.72	12.19	49.36			
American Funds. Shareholder-type fees - none.									
American Funds Target Date 2045	Target date	02/01/07	8.33	11.00	13.83	49.84	0.54	0.54	\$5.40
S&P Target Date Through 2045 Index			7.29	9.94	12.60	52.11			
American Funds. Shareholder-type fees - none.									
American Funds Target Date 2050	Target date	02/01/07	8.40	11.09	14.02	50.77	0.54	0.54	\$5.40
S&P Target Date Through 2050 Index			7.38	10.07	12.77	52.65			
American Funds. Shareholder-type fees - none.									

Investment-related information

Investment Options for Class R-5E

Investment name Benchmark Investment manager	Asset class	Inception date	Average annual total returns (%) as of 03/31/21				Expense ratios (%)		Gross expenses per \$1,000
			Lifetime	10 years	5 years	1 year	Gross	Net	
Target Date investments									
American Funds Target Date 2055	Target date	02/01/10	11.75	11.08	14.02	50.68	0.54	0.54	\$5.40
S&P Target Date Through 2055 Index			11.10	10.10	12.81	53.00			
American Funds. Shareholder-type fees - none.									
American Funds Target Date 2060	Target date	03/27/15	11.27	N/A	13.99	50.68	0.55	0.55	\$5.50
S&P Target Date Through 2060+ Index			10.09	N/A	12.84	52.85			
American Funds. Shareholder-type fees - none.									
American Funds Target Date 2065	Target date	03/27/20	52.33	N/A	N/A	50.92	0.60	0.56	\$6.00
S&P Target Date Through 2060+ Index			54.13	N/A	12.84	52.85			
American Funds. Shareholder-type fees - none.									
Growth investments									
American Funds AMCAP	Growth	05/01/67	11.95	13.77	16.06	53.98	0.48	0.48	\$4.80
Standard & Poor's 500 Composite Index			10.39	13.91	16.29	56.35			
American Funds. Shareholder-type fees - none.									
American Funds EuroPacific Growth	Growth	04/16/84	11.07	7.55	12.73	60.54	0.61	0.61	\$6.10
MSCI All Country World Index (ACWI) ex USA			8.71	4.93	9.76	49.41			
American Funds. Shareholder-type fees - none.									
American Funds New World Fund	Growth	06/17/99	9.01	7.22	14.34	61.92	0.74	0.74	\$7.40
MSCI All Country World Index (ACWI)			5.79	9.14	13.21	54.60			
American Funds. Shareholder-type fees - none.									
Columbia Small Cap Index Inst2	Growth	10/15/96	15.10	12.74	15.40	94.87	0.20	0.20	\$2.00
Standard & Poor's 500 Composite Index			9.38	13.91	16.29	56.35			
Columbia Threadneedle. Shareholder-type fees - none.									
Hartford Schroders Intl Multi-Cp Val Y	Growth	08/30/06	7.23	4.86	7.66	52.24	0.86	0.83	\$8.60
MSCI All Country World Index (ACWI) ex USA			4.34	4.93	9.76	49.41			
Hartford Mutual Funds. Shareholder-type fees - none.									
Principal Global Real Estate Sec R6	Growth	10/01/07	5.86	7.52	6.23	35.04	0.88	0.88	\$8.80
MSCI All Country World Index (ACWI)			5.79	9.14	13.21	54.60			
Principal Funds. Shareholder-type fees - none.									

Investment-related information

Investment Options for Class R-5E

Investment name Benchmark Investment manager	Asset class	Inception date	Average annual total returns (%) as of 03/31/21				Expense ratios (%)		Gross expenses per \$1,000
			Lifetime	10 years	5 years	1 year	Gross	Net	
Growth investments									
T. Rowe Price International Eq Index	Growth	11/30/00	4.75	5.37	8.94	47.16	0.45	0.45	\$4.50
MSCI All Country World Index (ACWI) ex USA			5.49	4.93	9.76	49.41			
T. Rowe Price. Redemption fee - 2.00% will be assessed to your account for any money transferred within 90 days of the initial investment.									
Growth-and-income investments									
American Funds Investment Co of America	Growth-and-income	01/01/34	12.31	12.19	13.84	51.60	0.41	0.41	\$4.10
Standard & Poor's 500 Composite Index			11.08	13.91	16.29	56.35			
American Funds. Shareholder-type fees - none.									
American Funds Washington Mut Inv Fund	Growth-and-income	07/31/52	12.05	12.57	13.96	49.26	0.41	0.41	\$4.10
Standard & Poor's 500 Composite Index			11.05	13.91	16.29	56.35			
American Funds. Shareholder-type fees - none.									
T. Rowe Price Equity Index 500	Growth-and-income	03/30/90	10.24	13.65	16.06	56.09	0.19	0.19	\$1.90
Standard & Poor's 500 Composite Index			10.55	13.91	16.29	56.35			
T. Rowe Price. Redemption fee - 0.50% will be assessed to your account for any money transferred within 90 days of the initial investment.									
Bond investments									
American Funds Bond Fund of America	Bond	05/28/74	7.56	3.82	3.81	3.73	0.36	0.36	\$3.60
Bloomberg Barclays U.S. Aggregate Index			7.27	3.44	3.10	0.71			
American Funds. Shareholder-type fees - none.									
American Funds Capital World Bond Fund	Bond	08/04/87	6.06	2.60	3.19	7.98	0.62	0.62	\$6.20
Bloomberg Barclays Global Aggregate Index			5.77	2.23	2.66	4.67			
American Funds. Shareholder-type fees - none.									
American Funds Inflation Linked Bond Fund	Bond	12/14/12	2.51	N/A	4.34	8.30	0.45	0.45	\$4.50
Bloomberg Barclays U.S. Treasury Inflation-Protected Securities (TIPS) Index			1.93	3.44	3.86	7.54			
American Funds. Shareholder-type fees - none.									
American Funds Intern Bd Fd of America	Bond	02/19/88	4.69	2.33	2.59	2.93	0.39	0.39	\$3.90
Bloomberg Barclays U.S. Government/Credit (1-7 years, ex BBB) Index			5.07	2.28	2.28	0.54			
American Funds. Shareholder-type fees - none. Competing fund. See "Plan-related information" section for more details.									

Investment-related information

Investment Options for Class R-5E

Investment name Benchmark Investment manager	Asset class	Inception date	Average annual total returns (%) as of 03/31/21				Expense ratios (%)		Gross expenses per \$1,000
			Lifetime	10 years	5 years	1 year	Gross	Net	
Bond investments									
American Funds US Government Securities	Bond	10/17/85	5.61	2.94	2.57	-0.97	0.38	0.38	\$3.80
Bloomberg Barclays U.S. Government/Mortgage-Backed Securities Index			6.13	2.84	2.35	-2.57			
American Funds. Shareholder-type fees - none.									
BlackRock High Yield Bond Instl	Bond	11/19/98	7.25	6.41	7.71	23.42	0.63	0.62	\$6.30
Bloomberg Barclays U.S. Aggregate Index			4.68	3.44	3.10	0.71			
BlackRock. Shareholder-type fees - none.									
Cash-equivalent investments									
EB MaGIC Fund	Cash-equivalent	01/01/88	4.33	1.47	1.49	1.34	0.75	0.75	\$7.50
Bloomberg Barclays U.S. Aggregate Index			6.11	3.44	3.10	0.71			
Victory. Shareholder-type fees - none. Amounts exchanged out of this fund may not be moved into a competing fund for 90 day(s). See "Plan-related information" section for more details.									

Investment-related disclosure

Investors should carefully consider investment objectives, risks, charges and expenses. This and other important information is contained in the fund prospectuses and summary prospectuses, which can be obtained from a financial professional and should be read carefully before investing.

One way to assess an investment's results is to compare its results with those of a comparable benchmark or index. The benchmarks and their returns are shown in the table. Check your investment's annual and semi-annual reports to shareholders for more information.

You should carefully consider fees and expenses when making investment decisions. The cumulative effect of fees and expenses can substantially reduce the growth of your retirement account over time. For an example of the long-term effect of fees and expenses, visit the Employee Benefits Security Administration (EBSA) website at www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf. However, fees and expenses are only one of many factors to consider when you evaluate your plan investment options.

Generally, there are two types of fees and expenses associated with saving and investing through a retirement plan: (1) recordkeeping and administrative fees and (2) investment expenses. The expenses related to each investment in your plan are known as the expense ratios. Expense ratios tend to vary with the investment category; for example, a money market investment will generally have a lower expense ratio than a global

equity investment, which has higher costs.

The gross expense ratio reflects the investment's total annual operating expenses. It does not include any fee waivers or expense reimbursements. The net expense ratio reflects any applicable fee waivers or expense reimbursements. This is the actual expense ratio that you paid. Expense ratios are as of each investment's prospectus available at the time of publication.

Prospectuses, SAs and annual reports, if applicable, are available free of charge by calling (800) 204-3731 or on the web at myretirement.americanfunds.com.

Portfolio turnover information is included in your investments' summary prospectuses.

For additional details, go to myretirement.americanfunds.com and select "Your Plan's Investments." When prompted, enter your plan number, 1360546-01. If you have an established log-in, you can also access investment information by logging in and selecting "Investment Lineup." The S&P Target Date Through Index Series (2010-2045) began on 5/31/2007. From 2/1/2007 through 5/30/2007 the S&P Target Date Index Series was used.

The S&P Target Date Through 2050 Index began on 5/30/2008. From 2/1/2007 through 5/29/2008, the S&P Target Date 2045 Index was used.

The S&P Target Date Through 2060+ Index, a subset of the S&P Target Date 2060+ Index, has an asset allocation and glide path that aim to be more

sensitive to longevity risk at, and beyond, the retirement date. The index is fully investable, with varying levels of exposure to the asset classes determined during an annual survey process of target date funds' holdings.

From April 16, 1984, through December 31, 1987, the MSCI EAFE (Europe, Australasia, Far East) Index was used because the MSCI ACWI (All Country World Index) ex USA did not yet exist. Since January 1, 1988, the MSCI ACWI ex USA has been used. The MSCI EAFE Index reflects dividends net of withholding taxes. The MSCI ACWI ex USA reflects dividends gross of withholding taxes through December 31, 2000, and dividends net of withholding taxes thereafter.

Investments other than American Funds are not managed by Capital Group, the investment manager for the American Funds. See the prospectus, if applicable, or your plan's financial professional for more information.

The Bloomberg Barclays U.S. Aggregate Index began on January 1, 1976. From May 28, 1974, through December 31, 1975, the Bloomberg Barclays U.S. Government/Credit Index was used.

The Bloomberg Barclays Global Aggregate Index began on December 31, 1989. For the period August 4, 1987, to December 31, 1989, the Citigroup World Government Bond Index was used.

Intermediate Bond Fund of America

Investment-related disclosure

and Short-Term Bond Fund of America hold shorter term bonds

Returns will vary for a stable value investment, so you may lose money. The investment does not have a prospectus. For more information about investing in it, ask your employer or your plan's financial professional.

Please read the following important disclosure.

Investment results assume all distributions are reinvested and reflect applicable fees and expenses. Expense ratios are as of each fund's prospectus available at the time of publication. Net expense ratios reflect any current waivers and/or reimbursements to the funds; gross expense ratios do not. When applicable, investment results reflect fee waivers and/or expense reimbursements, without which results would have been lower. For more information, please see your plan's website.

For American Funds 2065 Target Date Retirement Fund, the investment adviser is currently reimbursing a portion of other expenses. This reimbursement will be in effect through at least January 1, 2021. The adviser may elect at its discretion to extend, modify or terminate the reimbursement at that time. Investment results and the net expense ratio reflect the reimbursement, without which the results would have been lower and the expenses would have been

higher. The expense ratios are as of each target date fund's prospectus available at the time of publication and include the weighted average expenses of the underlying American Funds.

Lifetime returns for less than one year aren't annualized, but are calculated as cumulative total returns.

Investing outside the United States involves risks, such as currency fluctuations, periods of illiquidity and price volatility, as more fully described in the prospectus. These risks may be heightened in connection with investments in developing countries.

The return of principal for bond funds and for funds with significant underlying bond holdings is not guaranteed. Fund shares are subject to the same interest rate, inflation and credit risks associated with the underlying bond holdings.

Lower rated bonds are subject to greater fluctuations in value and risk of loss of income and principal than higher rated bonds.

Fund shares of U.S. Government Securities Fund are not guaranteed by the U.S. government.

Some investment names may be abbreviated due to space limitations. For a list of the full names of the American Funds, including trademark information, visit americanfundsretirement.com.

The indexes are unmanaged and, therefore, have no expenses. Investors cannot invest directly in an

index. There have been periods when the investments have lagged the indexes.

Share class

American Funds Class R-5E shares were first offered on November 20, 2015. Class R-5E share results prior to the date of first sale are hypothetical based on the results of the original share class of the fund without a sales charge, adjusted for typical estimated expenses. Results for certain funds with an inception date after November 20, 2015, also include hypothetical returns because those funds' Class R-5E shares sold after the funds' date of first offering. Please see each fund's prospectus for more information on specific expenses.

Important information about outside funds

Because your plan offers investments that aren't managed by Capital Group (the investment manager for the American Funds), the share classes may vary. If you're interested in learning more about these share classes, please read the most recent prospectuses, if applicable. The prospectus also contains details about specific investment risks and key financial data, such as fees and expenses. You can obtain prospectuses from your employer.

Information about investments other than the American Funds is provided by Morningstar, Inc. Results displayed for some of these investments may represent hypothetical results for periods prior to the inception dates of the share classes and are based on Morningstar's calculations. Past results

Investment-related disclosure

are not predictive of future results. If you have questions about the results, contact your employer or your plan's financial professional. The information shown on these pages may not be copied or distributed, and we cannot guarantee it to be accurate, complete or timely. Neither Morningstar nor its content providers are responsible for any damages or losses arising from any use of this information.

Manager

The American Funds are managed by Capital Group, one of the largest investment management organizations in the world. Since 1931, the company has invested with a long-term focus based on thorough research and attention to risk – an investment style similar to that of most people saving for retirement.

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