

The AVA 401(K) PLAN

Join your retirement plan today!



Vanguard[®]

Joining your employer's retirement plan is a smart move to save for your future. And it's easy. You just have to:

- 1. Enroll.** You can do this in minutes at <https://my.vanguardplan.com>. Or call **866-794-2145**.
- 2. Choose how much to save.** A rule of thumb is to save 12% to 15% of your pay, including any employer contributions. But don't worry if you're not there yet. Save what you can now and try to work your way up to this goal. (Example: Start off saving 5% and increase your contribution rate a bit each year.)
- 3. Decide where to invest.** You can quickly get your retirement plan up and running by choosing just one target date fund if they're available in your plan. Each target date fund is made up of different types of investments, giving you an entire portfolio in one fund. Or, if you prefer to build your own portfolio, feel free to select from a wide range of options in your plan.

Whenever you invest, there's a chance you could lose the money. Investments in target date funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year (the target date) when an investor in the fund would retire and leave the workforce. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. An investment in a target date fund is not guaranteed at any time, including on or after the target date.

That's all it takes to make a positive move for your future. Keep reading if you'd like to learn more.

Your retirement plan is designed with automatic enrollment. This means you are already on your way to saving for your future.

How automatic enrollment works

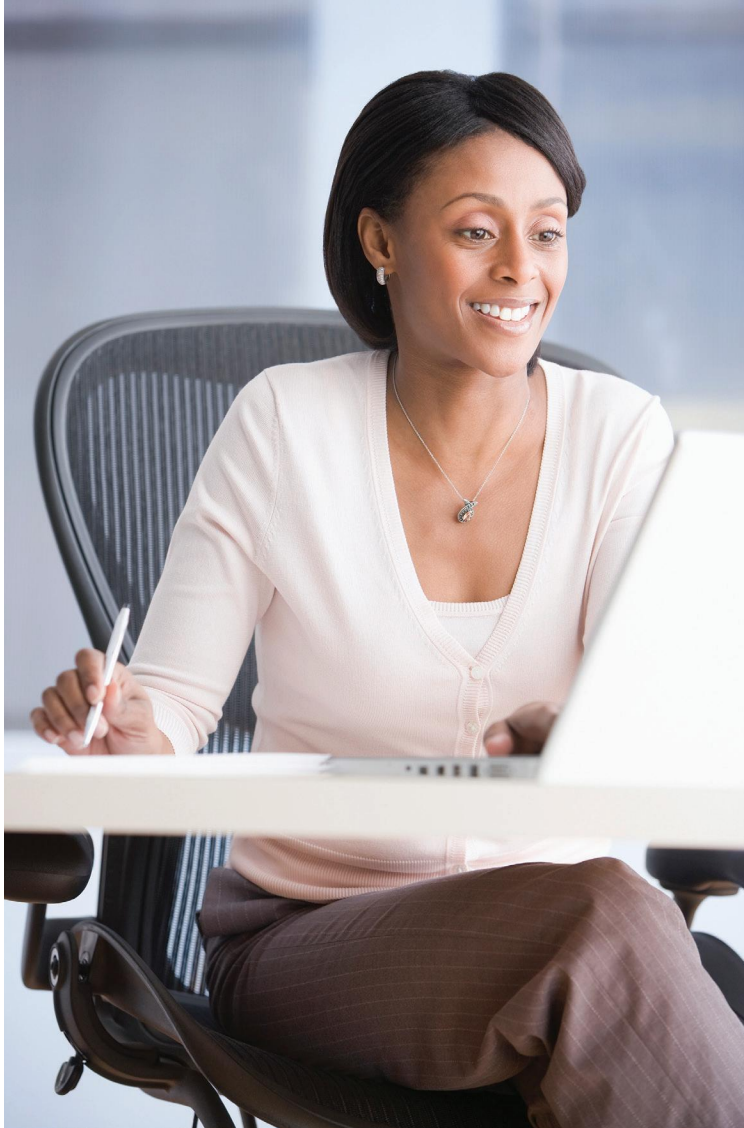
- You will be automatically enrolled in the plan unless you opt out or choose to make specific savings and investment elections.
- 3% will be taken from your pay on a pretax basis and contributed to your account.
- The percentage you save will automatically increase by 1% each year until you reach a savings rate of 10%.
- Unless you actively choose your own investments, your money will be invested in the most appropriate target date allocation investment based upon your age as determined by The Vanguard Group, Inc. Information on each investment's performance is available on your plan's retirement website and in the **Investment options** section of this guide.

Know your options

You have the ability to decline or refine the approach outlined above, including changing the amount you save and modifying your investment mix. Here's how:

- Make updates online by first registering at <https://my.vanguardplan.com>, or
- Contact us by phone at 866-794-2145.

Review this guide to understand the benefits of saving and ways to get the most from the plan.



It's personal.

While automatic enrollment gets you started, your plan offers options to tailor your savings strategy for a more personal approach.

Join the plan

Planning made easy

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Your employer has chosen Vanguard, one of the world's largest global investment management companies, to manage its retirement plan. With Vanguard, you benefit from low costs, a broad range of investment choices, award-winning educational materials, and an unwavering focus on investors.

Retirement plan recordkeeping and administrative services are provided by The Vanguard Group, Inc. (VGI). VGI has entered into an agreement with Ascensus, LLC, to provide certain plan recordkeeping and administrative services on its behalf. Ascensus is not affiliated with Vanguard Marketing Corporation, The Vanguard Group, Inc., or any of its affiliates.

Why save now?

Saving for retirement is a worthwhile and achievable goal. The key is to take ownership of your savings by understanding how much you may need and making a plan.

80%

is roughly the amount of your annual pre-retirement income that many experts estimate you'll need for each year of retirement.¹

¹U.S. Department of Labor Employee Benefits Security Administration (EBSA), "Savings Fitness A Guide to Your Money and Your Financial Future," Page 6, Sept. 2021.

²Source for eggs per dozen, gas per gallon, coffee per pound: Bureau of Labor Statistics; Source for movie tickets: National Association of Theatre Owners.

³HealthView Services, *2022 Retirement Healthcare Costs Data Report*, March 2022.

Prepare today for the costs ahead.

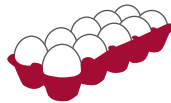
While certain expenses may decrease, others may increase. Here are a few points to consider when thinking about your savings plan:

Living expenses are on the rise.²

Look at how prices for everyday items have increased in the last 20 years.

2002 to 2022

\$0.98
\$2.71



\$1.40
\$5.06



\$5.80
\$9.16



\$2.93
\$5.79



Healthcare may be your new mortgage payment.³

While you may have your home paid off by retirement, healthcare expenses could likely take its place.



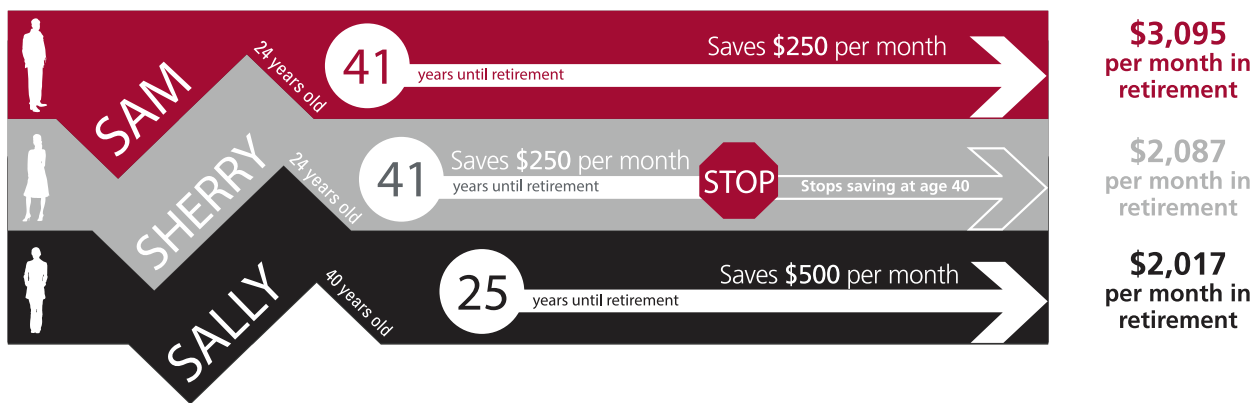
Time makes all the difference.

If you can boost your savings now, you'll give your money more time to grow. Consider the scenario below.

Who do you think comes out ahead?

- Sam starts saving early and keeps saving until retirement.
- Sherry starts saving early, but only saves for 16 years before stopping.
- Sally starts saving later, but saves double what Sam and Sherry save per year.

Projected monthly income in retirement [to age 90]



The results:

- Sam saves the most with more than **\$1,000** additional income per month in retirement.
- Sherry and Sally are neck-and-neck, although Sally contributed much more money to the account.

Put time on your side.

The illustrations above assume a retirement age of 65 and that the individual receives the monthly retirement payment shown until age 90. The amount saved until retirement assumes an annual investment return of 6%. The monthly payment amount in retirement assumes an annual investment return of 5%. The investment performance shown does not represent the return of any particular investment and does not guarantee any future rate of return.

The income in retirement does not reflect any taxes or penalties that may be due upon distribution. Withdrawals from a tax-deferred account before age 59½ are subject to a 10% federal penalty tax unless an exception applies.

Why use your plan?

Your plan offers important savings benefits to help you meet your goals.

Don't leave money on the table.

Your employer wants to see you succeed in retirement and is willing to help you along the way.

Profit sharing

Your plan includes a profit sharing feature, which means Armstrong Vaughan & Associates, P.C. may make periodic contributions into your account on your behalf.

Convenience

A portion of your salary—as determined by you—will be deposited into your retirement account directly from your paycheck.

Ownership

The money you contribute to your account and any earnings on that money belong to you. You can take it with you throughout your career and every phase of life to use in retirement.

Tax advantages

Your money can be invested before taxes and you won't need to pay taxes on it until it's withdrawn. This reduces your taxable income each year and may allow your savings to grow faster over time.

Your plan also offers a Roth feature, which allows you to pay taxes up front so you can make withdrawals tax-free during retirement. Typically, the Roth feature is considered to be beneficial in the long term if you are a younger investor and/or if you think your income taxes will be higher at the time of your retirement.

One spot for all your retirement savings

If you have a retirement account from a previous employer, you can roll it into your Armstrong Vaughan & Associates, P.C. account. To get started, use the rollover form on page 21.

How much is enough?

While the type of retirement you envision will determine exactly how much you'll need, here are some general guidelines that can help position you for the future.

Get into the savings habit.

- Consider saving 10% to 15% of your pay each year (including any contributions your employer might make)¹
- If you're saving below this amount, continue saving as much as possible and plan to make increases each year. Every bit toward retirement counts and can make a big difference.

Create opportunities to save.



Pack a lunch.²

Monthly savings = \$120



Drop cable for online streaming.³

Monthly savings = \$50



Carpool to work.⁴

Monthly savings = \$60



Be a discount shopper.⁵

Monthly savings = \$40

Make savings a priority.

Life gets busy. Priorities change. Things happen. Still it's important to stay focused on retirement. Whether you're faced with financing a car, saving for a vacation, buying a home, or funding a college education, it shouldn't mean putting retirement savings on the back burner. Unlike other expenses, retirement can't be financed with a loan and you don't always have the option of putting it off. You'll be glad the money is there when you need it.

¹CNN Money, Ultimate Guide To Retirement, bit.ly/ret-save-amt, accessed August 2021.

²Based on purchasing lunch 20 times a month at \$10.00 per meal versus packing a \$4.00 lunch.

³Based on paying \$50 a month for internet and \$30 a month for Sling TV versus \$130 a month for internet and cable: <https://cordcutting.com/cord-cutting-calculator>

⁴Assumes a commute of 15 miles (each way), 5 days a week, in a vehicle getting 25.4 mpg, and an average gas price of \$5.06
Source for average vehicle mpg: Environmental Protection Agency, EPA Highlights of CO2 and Fuel Economy Trends, <http://bit.ly/avg-mpg> (preliminary number for 2020 model year). Source for average gas price: Bureau of Labor Statistics, accessed August 2022.

⁵Based on using a 20% coupon for a purchase of \$200 or greater once per month.

What ways can you invest?

You should feel comfortable making investment selections. Understanding the investments available to you can help you find a suitable approach to keep your savings strategy on target.

Here are the different ways you can invest your money.



By Default

The target date allocation investment based on your stage of life

This is where your savings will be invested if you do not make any investment elections when you join the plan. The specific fund is based on when you would reach a target retirement age as referenced in the chart below. Look at the Start Year/End Year column of the chart below to see where you would be placed. The Start Year/End Year column of the chart is designed for use in the By Default section only.

By Design

Target date allocation investments

This fund includes a pre-selected investment mix based on when you expect to retire. The investment mix will be automatically updated for you as you get closer to retirement. Investments in target date funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year (the target date) when an investor in the fund would retire and leave the workforce. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. An investment in the Target Retirement Fund is not guaranteed at any time, including on or after the target date. Information on each investment's performance is available on your plan's retirement website and in the **Investment options** section of this guide.

Target date investment	Start Year End Year	Target date investment	Start Year End Year
Vanguard® Target Retirement Income Fund	1952 or earlier	Vanguard® Target Retirement 2030 Fund	1963 to 1967
Vanguard® Target Retirement 2020 Fund	1953 to 1957	Vanguard® Target Retirement 2035 Fund	1968 to 1972
Vanguard® Target Retirement 2025 Fund	1958 to 1962	Vanguard® Target Retirement 2040 Fund	1973 to 1977

Target date investment	Start Year End Year	Target date investment	Start Year End Year
Vanguard® Target Retirement 2045 Fund	1978 to 1982	Vanguard® Target Retirement 2060 Fund	1993 to 1997
Vanguard® Target Retirement 2050 Fund	1983 to 1987	Vanguard® Target Retirement 2065 Fund	1998 to 2002
Vanguard® Target Retirement 2055 Fund	1988 to 1992	Vanguard® Target Retirement 2070 Fund	2003 or later

If a date of birth is not on record, you will be automatically placed into the Vanguard® Target Retirement Income Fund.

Morningstar® Retirement ManagerSM (a post-enrollment option)

Morningstar Retirement Manager is a service available to you after you've joined the plan. When you provide basic information about your situation and goals, the service will generate your personalized retirement plan, managed by professionals at Morningstar Investment Management LLC. Simply go to your online retirement account when you are ready to get started.

By Myself

Your plan allows you to choose investments from a lineup. Information on each investment's performance is available on your plan's retirement website or in the **Investment options** section of this guide.



Investment options

As of September 30, 2023

	Name/Type of investment	Annual net expense ratio	3-Month Total	1-Year Total	3-Year Annual	5-Year Annual	10-Year Annual	Since Inception	Inception Date
T	Target date allocation								
	Vanguard® Target Retirement 2020 Fund	0.08%	-2.65%	9.36%	1.43%	3.58%	5.24%	5.53%	06/07/2006
	Vanguard® Target Retirement 2025 Fund	0.08%	-2.99%	11.56%	2.17%	4.06%	5.79%	6.16%	10/27/2003
	Vanguard® Target Retirement 2030 Fund	0.08%	-3.20%	13.14%	2.97%	4.46%	6.28%	6.11%	06/07/2006
	Vanguard® Target Retirement 2035 Fund	0.08%	-3.28%	14.61%	3.89%	4.93%	6.79%	6.91%	10/27/2003
	Vanguard® Target Retirement 2040 Fund	0.08%	-3.34%	16.15%	4.81%	5.37%	7.26%	6.73%	06/07/2006
	Vanguard® Target Retirement 2045 Fund	0.08%	-3.45%	17.67%	5.72%	5.87%	7.61%	7.53%	10/27/2003
	Vanguard® Target Retirement 2050 Fund	0.08%	-3.46%	18.48%	5.92%	5.99%	7.67%	6.99%	06/07/2006
	Vanguard® Target Retirement 2055 Fund	0.08%	-3.46%	18.48%	5.91%	5.99%	7.65%	9.11%	08/18/2010
	Vanguard® Target Retirement 2060 Fund	0.08%	-3.48%	18.49%	5.91%	5.98%	7.65%	8.77%	01/19/2012
	Vanguard® Target Retirement 2065 Fund	0.08%	-3.46%	18.47%	5.93%	5.97%	N/A	7.02%	07/12/2017
	Vanguard® Target Retirement 2070 Fund	0.08%	-3.47%	18.49%	N/A	N/A	N/A	7.57%	06/28/2022
	Vanguard® Target Retirement Income Fund	0.08%	-2.35%	7.02%	-0.13%	2.69%	3.60%	4.56%	10/27/2003
E	Equity								
	Fidelity® 500 Index Fund	0.02%	-3.27%	21.61%	10.14%	9.90%	11.90%	11.94%	05/04/2011
	Fidelity® Emerging Markets Index Fund	0.08%	-3.42%	11.68%	-2.17%	0.33%	2.14%	1.64%	09/08/2011
	Fidelity® Large Cap Growth Index Fund	0.04%	-3.13%	27.71%	7.95%	12.37%	N/A	15.41%	06/07/2016
	Fidelity® Mid Cap Index Fund	0.03%	-4.65%	13.50%	8.10%	6.40%	8.98%	11.20%	09/08/2011
	Schwab Small Cap Index Fund®	0.04%	-5.11%	9.01%	7.21%	2.46%	6.69%	8.00%	05/19/1997
	Schwab Total Stock Market Index Fund®	0.03%	-3.30%	20.46%	9.25%	8.98%	11.15%	7.25%	06/01/1999
	Vanguard® Developed Markets Index Fund Admiral™ Shares	0.07%	-4.69%	24.01%	5.32%	3.17%	4.01%	4.06%	08/17/1999
	Vanguard® Value Index Fund Admiral™ Shares	0.05%	-2.33%	14.83%	12.41%	7.29%	9.83%	6.85%	11/13/2000
B	Bond								
	DFA Global Core Plus Fixed Income Portfolio Institutional Class	0.22%	-1.19%	5.37%	-4.74%	0.45%	N/A	0.31%	01/11/2018
	DFA Inflation-Protected Securities Portfolio Institutional Class	0.11%	-2.57%	1.36%	-2.18%	2.20%	1.71%	3.39%	09/18/2006
	Vanguard® Intermediate-Term Bond Index Fund Admiral™ Shares	0.07%	-3.03%	1.11%	-5.40%	0.72%	1.56%	3.80%	11/12/2001
	Vanguard® Short-Term Corporate Bond Index Fund Admiral™ Shares	0.07%	0.23%	3.93%	-1.08%	1.60%	1.70%	2.01%	11/18/2010
C	Money market/Stable value								
	Vanguard® Federal Money Market Fund Investor Shares ¹	0.11%	1.32%	4.61%	1.75%	1.67%	1.07%	3.90%	07/13/1981
	7-Day SEC Yield as of 09/30/2023 was 5.30%								
O	Other								
	DFA Real Estate Securities Portfolio Institutional Class	0.18%	-8.34%	-1.98%	2.85%	2.99%	6.16%	8.72%	01/05/1993
	Vanguard® Balanced Index Fund Admiral™ Shares	0.07%	-3.21%	12.17%	3.41%	5.75%	7.32%	6.21%	11/13/2000

Note: Fund fact sheets and prospectuses with more investment information are available online.

Fund Disclosures

The performance data shown represent past performances, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so investors' shares, when sold, may be worth more or less than their original cost. Current performance may be lower or higher than the performance data cited. For performance data current to the most recent month-end, visit <https://my.vanguardplan.com>. Figures for periods of less than one year are cumulative returns. All other figures represent annualized returns. Performance data shown does not reflect the deduction of sales loads or fees, where applicable, and, if reflected, the load or fee would reduce the performance quoted.

A Note About Risk:

Whenever you invest, there's a chance you could lose the money. Investments that employ a "fund of funds" strategy and invest assets in other mutual funds are subject to the risks associated with those underlying funds. Diversification does not ensure a profit or protect against a loss.

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

You could lose money by investing in the money market fund. Although a money market fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in a money market fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The money market fund's sponsor has no legal obligation to provide financial support to the fund, and you should not expect that the sponsor will provide financial support to the fund at any time.

The Morningstar benchmarks listed above are provided solely for informational purposes and are not the benchmarks that the funds listed seek to track.

The performance of the Morningstar benchmarks is not an exact representation of any particular investment, as you cannot invest directly in a benchmark. For more information about each fund's benchmark, please see the fund's prospectus.

Funds that concentrate on a relatively narrow market sector face the risk of higher share-price volatility.

Bond funds are made up of IOUs, primarily from companies or governments. These funds risk losing value if the debt isn't repaid on time. Also, bond prices can drop when interest rates rise or the issuer's reputation suffers.

U.S. Treasury investments and some U.S. government agency bonds are backed by the government, so it's highly likely that payments will be made on time. But their prices can still fall when interest rates go up.

Small- and mid-cap funds are made up of the stocks of small- and medium-sized companies. These companies have fewer financial resources than larger companies. Because of that, their stock prices can be more affected by swings in the economy.

Non-U.S. stocks or bonds have risks tied to the political and economic stability of their country or region. And if the value of the foreign currency falls, the value of the stocks or bonds would also fall.

Stocks of companies in emerging markets are generally more risky than stocks of companies in developed countries.

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Investment Options

T Target date allocation **R** Target risk allocation **E** Equity **B** Bond **C** Money market/Stable value **O** Other

As of September 30, 2023

Vanguard® Target Retirement 2020 Fund

Ticker: VTWNX
Expense Ratio: 0.08%

Fund Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2020 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Vanguard® Target Retirement 2025 Fund

Ticker: VTTVX
Expense Ratio: 0.08%

Fund Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2025 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Vanguard® Target Retirement 2030 Fund

Ticker: VTHRX
Expense Ratio: 0.08%

Fund Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2030 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Vanguard® Target Retirement 2035 Fund

Ticker: VTTHX
Expense Ratio: 0.08%

Fund Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2035 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Vanguard® Target Retirement 2040 Fund

Ticker: VFORX
Expense Ratio: 0.08%

Fund Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2040 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Vanguard® Target Retirement 2045 Fund

Ticker: VTIVX
Expense Ratio: 0.08%

Fund Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2045 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Vanguard® Target Retirement 2050 Fund

Ticker: VFIFX
Expense Ratio: 0.08%

Fund Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2050 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Online: <https://my.vanguardplan.com>

Phone: 866-794-2145

Join the plan

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Investment Options

T Target date allocation **R** Target risk allocation **E** Equity **B** Bond **C** Money market/Stable value **O** Other

As of September 30, 2023

Vanguard® Target Retirement 2055 Fund

Ticker: VFFVX
Expense Ratio: 0.08%

Fund Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2055 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Vanguard® Target Retirement 2060 Fund

Ticker: VTTSX
Expense Ratio: 0.08%

Fund Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2060 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Vanguard® Target Retirement 2065 Fund

Ticker: VLXVX
Expense Ratio: 0.08%

Fund Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2065 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Vanguard® Target Retirement 2070 Fund

Ticker: VSVNX
Expense Ratio: 0.08%

Fund Description: The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds (underlying funds) according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2070 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Vanguard® Target Retirement Income Fund

Ticker: VTINX
Expense Ratio: 0.08%

Fund Description: The investment seeks to provide current income and some capital appreciation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors currently in retirement. Its indirect bond holdings are a diversified mix of short-, intermediate-, and long-term US government, US agency, and investment-grade US corporate bonds; inflation-protected public obligations issued by the US Treasury; mortgage-backed and asset-backed securities; and government, agency, corporate, and securitized investment-grade foreign bonds issued in currencies other than the US dollar.

Fidelity® 500 Index Fund

Ticker: FXAIX
Expense Ratio: 0.02%

Fund Description: The investment seeks to provide investment results that correspond to the total return performance of common stocks publicly traded in the United States. The fund normally invests at least 80% of assets in common stocks included in the S&P 500® Index, which broadly represents the performance of common stocks publicly traded in the United States. It lends securities to earn income.

Investment Options

T Target date allocation **R** Target risk allocation **E** Equity **B** Bond **C** Money market/Stable value **O** Other

As of September 30, 2023

Fidelity® Emerging Markets Index Fund

Ticker: FPADX
Expense Ratio: 0.08%

Fund Description: The investment seeks to provide investment results that correspond to the total return of emerging stock markets. The fund normally invests at least 80% of the fund's assets in securities included in the MSCI Emerging Markets Index and in depositary receipts representing securities included in the index. The adviser uses statistical sampling techniques based on such factors as capitalization, industry exposures, dividend yield, price/earnings (P/E) ratio, price/book (P/B) ratio, earnings growth, country weightings, and the effect of foreign taxes to attempt to replicate the returns of the index.

Fidelity® Large Cap Growth Index Fund

Ticker: FSPGX
Expense Ratio: 0.04%

Fund Description: The investment seeks to provide investment results that correspond to the total return of stocks of large capitalization US companies. The fund normally invests at least 80% of assets in securities included in the Russell 1000® Growth Index, which is a market capitalization-weighted index designed to measure the performance of the large-cap growth segment of the US equity market. The adviser lends securities to earn income for the fund.

Fidelity® Mid Cap Index Fund

Ticker: FSMDX
Expense Ratio: 0.03%

Fund Description: The investment seeks to provide investment results that correspond to the total return of stocks of mid-capitalization United States companies. The fund invests normally at least 80% of its assets in securities included in the Russell Midcap® Index. It lends securities to earn income.

Schwab Small Cap Index Fund®

Ticker: SWSSX
Expense Ratio: 0.04%

Fund Description: The investment seeks to track the performance of a benchmark index that measures the total return of small capitalization US stocks. The fund normally invests at least 80% of its net assets (including, for this purpose, any borrowings for investment purposes) in these stocks; typically, the actual percentage is considerably higher. It generally will seek to replicate the performance of the index by giving the same weight to a given stock as the index does. The fund may invest in derivatives, principally futures contracts, and lend its securities to minimize the gap in performance that naturally exists between any index fund and its corresponding index.

Schwab Total Stock Market Index Fund®

Ticker: SWTSX
Expense Ratio: 0.03%

Fund Description: The investment seeks to track the total return of the entire US stock market, as measured by the Dow Jones US Total Stock Market IndexSM. The fund generally invests at least 80% of its net assets (including, for this purpose, any borrowings for investment purposes) in these stocks; typically, the actual percentage is considerably higher. It generally gives the same weight to a given stock as the index does. The fund may invest in derivatives, principally futures contracts, and lend its securities to minimize the gap in performance that naturally exists between any index fund and its corresponding index.

Vanguard® Developed Markets Index Fund Admiral™ Shares

Ticker: VTMGX
Expense Ratio: 0.07%

Fund Description: The investment seeks to track the performance of the FTSE Developed All Cap ex US Index. The fund employs an indexing investment approach designed to track the performance of the FTSE Developed All Cap ex US Index, a market-capitalization-weighted index that is made up of approximately 4,006 common stocks of large-, mid-, and small-cap companies located in Canada and the major markets of Europe and the Pacific region. The Advisor attempts to replicate the target index by investing all, or substantially all, of its assets in the stocks that make up the index, holding each stock in approximately the same proportion as its weighting in the index.

Online: <https://my.vanguardplan.com>

Phone: 866-794-2145

Join the plan

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Investment Options

T Target date allocation **R** Target risk allocation **E** Equity **B** Bond **C** Money market/Stable value **O** Other

As of September 30, 2023

Vanguard® Value Index Fund Admiral™ Shares

Ticker: VVIAX
Expense Ratio: 0.05%

Fund Description: The investment seeks to track the performance of the CRSP US Large Cap Value Index that measures the investment return of large-capitalization value stocks. The fund employs an indexing investment approach designed to track the performance of the CRSP US Large Cap Value Index, a broadly diversified index predominantly made up of value stocks of large US companies. The advisor attempts to replicate the target index by investing all, or substantially all, of its assets in the stocks that make up the index, holding each stock in approximately the same proportion as its weighting in the index.

DFA Global Core Plus Fixed Income Portfolio Institutional Class

Ticker: DGCFX
Expense Ratio: 0.22%

Fund Description: The investment seeks to maximize total returns from the universe of fixed income securities in which the Portfolio invests. The Portfolio seeks to achieve its investment objective by investing in a universe of US and foreign fixed income securities. It may invest in obligations issued or guaranteed by the US and foreign governments, their agencies and instrumentalities, including mortgage-backed securities, corporate debt obligations, bank obligations, commercial paper, repurchase agreements, money market funds, securities of domestic or foreign issuers denominated in US dollars but not trading in the US, and obligations of supranational organizations.

DFA Inflation-Protected Securities Portfolio Institutional Class

Ticker: DIPSX
Expense Ratio: 0.11%

Fund Description: The investment seeks to provide inflation protection and earn current income consistent with inflation-protected securities. As a non-fundamental policy, under normal circumstances, the Portfolio will invest at least 80% of its net assets in inflation-protected securities. Inflation-protected securities (also known as inflation-indexed securities) are securities whose principal and/or interest payments are adjusted for inflation, unlike conventional debt securities that make fixed principal and interest payments.

Vanguard® Intermediate-Term Bond Index Fund Admiral™ Shares

Ticker: VBILX
Expense Ratio: 0.07%

Fund Description: The investment seeks to track the performance of the Bloomberg US 5-10 Year Government/Credit Float Adjusted Index. This index includes all medium and larger issues of US government, investment-grade corporate and investment-grade international dollar-denominated bonds that have maturities between 5 and 10 years and are publicly issued. All of the fund's investments will be selected through the sampling process, and at least 80% of its assets will be invested in bonds held in the index.

Vanguard® Short-Term Corporate Bond Index Fund Admiral™ Shares

Ticker: VSCSX
Expense Ratio: 0.07%

Fund Description: The investment seeks to track the performance of a market-weighted corporate bond index with a short-term dollar-weighted average maturity. The fund employs an indexing investment approach designed to track the performance of the Bloomberg US 1-5 Year Corporate Bond Index. This index includes US dollar-denominated, investment-grade, fixed-rate, taxable securities issued by US and non-US industrial, utility, and financial companies, with maturities between 1 and 5 years. Under normal circumstances, at least 80% of the fund's assets will be invested in bonds included in the index.

Vanguard® Federal Money Market Fund Investor Shares

Ticker: VMFXX
Expense Ratio: 0.11%

Fund Description: The investment seeks to provide current income while maintaining liquidity and a stable share price of \$1. The fund invests primarily in high-quality, short-term money market instruments. Under normal circumstances, at least 80% of the fund's assets are invested in securities issued by the US government and its agencies and instrumentalities. The adviser maintains a dollar-weighted average maturity of 60 days or less and a dollar-weighted average life of 120 days or less. The fund generally invests 100% of its assets in US government securities and therefore will satisfy the 99.5% requirement for designation as a government money market fund.

Investment Options

T Target date allocation **R** Target risk allocation **E** Equity **B** Bond **C** Money market/Stable value **O** Other

As of September 30, 2023

DFA Real Estate Securities Portfolio Institutional Class

Ticker: DFREX
Expense Ratio: 0.18%

Fund Description: The investment seeks long-term capital appreciation. The fund, using a market capitalization weighted approach, purchases readily marketable equity securities of companies whose principal activities include ownership, management, development, construction, or sale of residential, commercial or industrial real estate. It will principally invest in equity securities of companies in certain real estate investment trusts and companies engaged in residential construction and firms, except partnerships, whose principal business is to develop commercial property.

Vanguard® Balanced Index Fund Admiral™ Shares

Ticker: VBIAX
Expense Ratio: 0.07%

Fund Description: The investment seeks to track the performance of a benchmark index that measures the investment return of the overall US stock market with 60% of its assets; the fund seeks to track the performance of a broad, market-weighted bond index with 40% of its assets. The fund employs an indexing investment approach designed to track the performance of two benchmark indexes. With approximately 60% of its assets, the fund seeks to track the investment performance of the CRSP US Total Market Index. With approximately 40% of its assets, the fund seeks to track the investment performance of the Bloomberg US Aggregate Float Adjusted Index.

Note: Fund fact sheets and prospectuses with more investment information are available online.

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Plan highlights

Eligibility requirements

To begin contributing to the plan, you must meet the following requirements. Because your plan has multiple levels of eligibility, you must meet different requirements depending on the type of contribution. Continue reading for more details on the types of contributions available.

Employee pretax requirements

- You must be at least 21 years of age.

The following employees are excluded:

- Union employees
 - Nonresident aliens with no US earned income
-

Employee after-tax (nondeductible) requirements

- You must be at least 21 years of age.

The following employees are excluded:

- Union employees
 - Nonresident aliens with no US earned income
-

Employee Roth requirements

- You must be at least 21 years of age.

The following employees are excluded:

- Union employees
 - Nonresident aliens with no US earned income
-

Employer contributions

Profit sharing requirements

- You must be at least 21 years of age.
- You must have worked at least 1000 hours as defined by the plan.
- You must have worked at least 12 months as defined by the plan.

The following employees are excluded:

- Union employees
- Nonresident aliens with no US earned income

Your deferral contributions

Automatic enrollment

Your employer has made it convenient for you to enter the plan. Through an automatic enrollment program, 3% of your pay will be automatically deposited into your retirement savings account each pay period or choose to make specific savings and investment elections. Your plan also includes an automatic-increase feature, which will automatically increase the amount deducted from your pay each year by 1% until you hit the maximum deferral rate of 10% set by your plan. Of course, you have the opportunity to opt out of this program at any time.

Pretax deferrals

Pretax deferrals are contributed into the plan on a pretax basis. Unlike the compensation you actually receive, pretax deferrals will not be taxed at the time they are paid by your employer. Instead, these deferrals and any earnings accumulated while invested in the plan will be taxable to you when withdrawn from the plan. This will reduce your taxable income for each year that you make a contribution. Through payroll deduction, you can contribute from 1% up to 100% of your salary pretax as long as the amount does not exceed \$22,500, which is the maximum limit for 2023 set by the Internal Revenue Service (IRS).

Roth deferrals

Roth deferrals are contributed to the plan from amounts that have already been treated as taxable income. Roth deferrals will not reduce your taxable income in the year in which you contribute a portion of your compensation into the plan. You may contribute from 1% up to 100% of your salary as a Roth deferral as long as the total amount, when combined with any pretax deferrals, does not exceed the IRS contribution limit of \$22,500 for 2023.

When Roth deferrals are withdrawn, distributions—including contributions and any earnings—are tax free as long as certain requirements are met. In order to receive tax-free withdrawals, generally your money

Plan highlights

must remain in the account for five years and you must have reached age 59½, die, or become disabled.

After-tax (nondeductible) contributions

Your after-tax contributions are contributed into the plan from amounts that have already been treated as taxable income. These contributions will not reduce your taxable income in the year in which you contribute a portion of your compensation into the plan, but will be tax-free when distributed from the plan. Earnings on after-tax contributions will not be taxed until you take a distribution from the plan.

Catch-up contributions

If you are age 50 or older, you are entitled to contribute an additional “catch-up contribution” beyond the maximum IRS limit of \$22,500 for 2023. This is intended to help employees boost their savings prior to retirement. The maximum catch-up contribution is \$7,500 for 2023.

Employer contributions

Profit sharing contributions

Your employer may make profit sharing contributions on your behalf.

Rollovers

You are allowed to roll over money from other qualifying retirement accounts into this account using the form on page 21.

There are important factors to consider when rolling over assets from an IRA or an employer retirement plan account. These factors include, but are not limited to, investment options in each type of account, fees and expenses, available services, potential withdrawal penalties, protection from creditors and legal judgments, required minimum distributions, and tax consequences of rolling over employer stock.

Vesting

Vesting refers to the amount of your retirement account savings that belongs to you.

- The money that you contribute from your salary and the money it earns are always 100% vested.
- Any rollover contributions you make are always 100% vested.
- The money contributed on your behalf by your employer becomes vested based on the schedule (s) below:

Profit sharing contribution vesting schedule

Years of employment	Vesting %
0	0%
1	0%
2	20%
3	40%
4	60%
5	80%
6	100%

Contribution changes

As you review and refine your savings strategy over time, you may choose to change the amount you save or how you invest your money. You may stop making or change contributions by going online or by contacting your employer. Once stopped, you have the option to begin contributing again in accordance with your plan’s policy.

Withdrawals

Money can be withdrawn from your account if:

- You are age 59½ or older.
- You have reached the normal retirement age of 65.
- You request an in-service withdrawal as defined by your plan.
- You no longer work for Armstrong Vaughan & Associates, P.C..

Plan highlights

- Death
- Disability

Note: Withdrawals of certain types of elected deferrals and employer contributions may be subject to restrictions.

There are certain penalties and tax implications you should consider before making a withdrawal. In general, if you take a distribution from the plan before you are age 59½, a 10% early distribution penalty will apply to the taxable portion of your distribution. There are some exceptions to the 10% penalty.

In addition, if your distribution is eligible to be rolled over into another qualifying retirement account (e.g., an individual retirement account or IRA) and you choose to take the distribution rather than roll over the amount, 20% of the distribution must be withheld and remitted to the IRS as a credit toward the taxes you will owe on the distribution amount.

Your tax professional can provide guidance on potential outcomes of withdrawing money from your account.

Loans

While your retirement account is designed to be used when you retire, you can take a loan if a need arises. Loans may be taken from vested employer and applicable employee contributions.

Loans must follow these guidelines:

- You can only have 1 loan(s) outstanding at a time.
- The amount you may borrow is limited by tax laws. In general, all loans will be limited to the lesser of one-half of your vested account balance or \$50,000.
- The minimum loan amount is \$1,000.
- Generally, all loans must be repaid within 60 months.
- Other requirements, limits, and certain fees may apply.
- The one-time cost of taking a loan is \$150.

Summary Plan Description

This enrollment guide offers an overview of The AVA 401(K) PLAN. Greater detail and other important information about the plan's features and benefits are available in the Summary Plan Description (SPD), which will be provided to you separately. You are encouraged to review the SPD carefully and contact your employer with any questions. You may also examine a copy of the plan document, which contains all of the provisions that the IRS requires, by making arrangements with your employer. If there are any inconsistencies between this enrollment guide, the SPD, and the plan document, the plan document will be followed.

What's next?

Enrollment is only the first step in getting the most from your plan. Use this checklist to make sure you take advantage of all that is available to you. To access a wide range of planning resources designed to help you succeed, register online at <https://my.vanguardplan.com>.

Your retirement account checklist

- Join the plan quickly and conveniently** – Just go to <https://my.vanguardplan.com>.
- Download the READYSAVE™ mobile app** – Access your retirement account, manage contributions, and stay on track for retirement – whenever, wherever.
- Review** – Decide if you want to consolidate your investments by rolling over outside retirement assets into this account.
- Learn more** – Go to your plan website for easy access to planning tools, investment information, and details on how your plan works.
- Consider professional support** - Get access to advice and ongoing investment management from Morningstar Investment Management. Through the Morningstar Retirement Manager service, you can:
 - use Morningstar Investment Manager's advice and resources to help you create a personalized investment strategy recommended for you at no cost.
- Track your progress** – Review your retirement outlook regularly via the READYSAVE™ app, where you can check your balance, see activity history, and adjust your savings rate.
- Stay informed** – Get account updates through our online Message Center.
- Update your strategy** – At least once a year, make sure your personal goals, savings rate, and account settings are in line with your retirement strategy. Do this more frequently if a major life event occurs, such as a raise, marriage, a change in your beneficiaries, or the birth of a child.

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Rollover form instructions

Review this information before completing the rollover form on the following pages.

- **How do I roll over my assets?**

By completing Part 1 and 2 of this rollover form and writing (or endorsing) your rollover check to the trustee or custodian, you can complete a rollover contribution to this plan.

- Part 1 of the form (on the back of this page) is what you will need to request a check to transfer your assets. The check should be returned to the Trust company per the instructions on the form.
- Part 2 of the form provides instructions on how to treat your rollover contribution. This form should be returned to your employer.

Important:

Review both Part 1 and Part 2 of the form carefully before taking action. Knowing what information you will need at each point will be helpful when you begin the process of rolling over your account. Your employer may ask you for additional information in order to verify that the funds you are contributing qualify as a rollover contribution.

Rollover form – Part 1

Check request

Name _____
first middle initial last

Social Security number _____ Email _____

Plan ID 274535

Request a check and have it sent to Ascensus Trust Company.

- Contact your retirement plan/account service provider to request a withdrawal of your account assets in the form of a check.
- The check should be payable to Ascensus Trust Company and include the Plan ID (provided above).
- Mail the check to:

Ascensus Trust Company
1655 43rd Street South
Suite 100
Fargo, ND 58103

- Your prior retirement plan/account service provider can send the check directly to Ascensus Trust Company. If instead the check is being returned to you, you must complete Part 1 of the rollover form (i.e., this page) and send it along with your check to Ascensus Trust Company. If you are sending more than one rollover check, use a separate form for each check.

My check details

Dollar amount on check: \$ _____

Date sent to Ascensus Trust Company (mm/dd/year): _____

Submitted by _____ Date _____
First middle initial last

Important:

- If the check is payable to you, you have 60 days to roll over the funds (i.e. have the check deposited into your retirement plan) or the entire amount becomes taxable.
- If you have any questions, please contact Participant Services at 866-794-2145.

Rollover form – Part 2

Savings and investment elections

Name _____
first middle initial last

Social Security number _____ Email _____

Plan ID 274535

Employer use only: Upon receipt of this form, verify that the plan document permits rollover contributions and that the rollover contribution qualifies for rollover treatment and that all information provided by the participant is accurate and complete.

Complete and return Part 2 of the Rollover form to your employer.

Important:

- This form may only be used to move (i.e., roll over) retirement plan assets from a retirement plan, traditional IRA, or SIMPLE IRA into your employer's plan.
- This form may not be used to request a rollover from this plan to another retirement plan.
- If more than one rollover contribution is being sent, use a separate form for each rollover contribution.
- If this rollover contribution is being made during or after the first year for which you must take a required minimum distribution, you cannot roll over any amount which constitutes a required minimum distribution. Please check with your employer for more information about this rule.

My savings

1. The amount of my rollover contribution attributable to pre-tax contributions is \$ _____ (amount on check)
2. The amount of my rollover contribution attributable to Roth contributions is \$ _____
 - a. The amount of the Roth contribution that is attributable to basis is \$ _____
 - b. The first year in which I made a Roth contribution to the plan from which my rollover is being made was _____ (specify)
3. The amount of my rollover contribution attributable to after-tax (non-Roth) contributions is \$ _____
 - a. The amount of the after-tax contribution attributable to basis is \$ _____
4. The rollover contribution is from the following type of plan: QP/401(k)/Roth401(k) plan 403(a) plan
 403(b) plan Governmental 457(b) plan
 Traditional IRA SIMPLE IRA
 Current plan

Note: If necessary, the retirement plan/account service provider can provide the information requested above.

Continued on back

Rollover form – Part 2

Savings and investment elections

Name _____
first middle initial last

Social Security number _____ Email _____

Plan ID 274535

My investments

You have choices for investing your rollover assets. Helpful information on choosing investments is available in the **What ways can you invest?** section of this guide and on your plan’s retirement website.

Important: If you don’t make any investment elections but complete the rest of this form, you will be invested in a target date allocation investment based on when you reach a target retirement age. More information on this investment is available in the **What ways can you invest?** section of this guide and on your plan’s retirement website.

Invest my rollover contribution according to my current investment elections.

Check this box to invest your entire rollover contribution in the same funds and percentages you previously selected for your retirement plan contributions.

Make new investment elections for my rollover contribution.

Check this box if you choose to invest your rollover contribution in different funds and/or percentages than you previously selected. Choose one or more investments as long as the total amounts to 100%. Your elections must be made in increments of 1%.

Create a custom mix

Choose one or more investments as long as the total amounts to 100%. Your elections must be made in increments of 1%. Information on each Investment’s performance is available on your plan’s retirement website and in the **Investment options** section of this guide.

Investment name	Investment %	Investment name	Investment %
Target date allocation		Equity (Cont)	
Vanguard® Target Retirement 2020 Fund	_____%	Vanguard® Developed Markets Index Fund Admiral™ Shares	_____%
Vanguard® Target Retirement 2025 Fund	_____%	Vanguard® Value Index Fund Admiral™ Shares	_____%
Vanguard® Target Retirement 2030 Fund	_____%	Bond	
Vanguard® Target Retirement 2035 Fund	_____%	DFA Global Core Plus Fixed Income Portfolio Institutional Class	_____%
Vanguard® Target Retirement 2040 Fund	_____%	DFA Inflation-Protected Securities Portfolio Institutional Class	_____%
Vanguard® Target Retirement 2045 Fund	_____%	Vanguard® Intermediate-Term Bond Index Fund Admiral™ Shares	_____%
Vanguard® Target Retirement 2050 Fund	_____%	Vanguard® Short-Term Corporate Bond Index Fund Admiral™ Shares	_____%
Vanguard® Target Retirement 2055 Fund	_____%	Money market/Stable value	
Vanguard® Target Retirement 2060 Fund	_____%	Vanguard® Federal Money Market Fund Investor Shares	_____%
Vanguard® Target Retirement 2065 Fund	_____%	Other	
Vanguard® Target Retirement 2070 Fund	_____%	DFA Real Estate Securities Portfolio Institutional Class	_____%
Vanguard® Target Retirement Income Fund	_____%	Vanguard® Balanced Index Fund Admiral™ Shares	_____%
Equity			
Fidelity® 500 Index Fund	_____%		
Fidelity® Emerging Markets Index Fund	_____%		
Fidelity® Large Cap Growth Index Fund	_____%		
Fidelity® Mid Cap Index Fund	_____%		
Schwab Small Cap Index Fund®	_____%		
Schwab Total Stock Market Index Fund®	_____%		

Rollover_Form_SHELL_P2B.pdf 11/20/2014

Rollover form – Part 2

Savings and investment elections

Name _____
first middle initial last

Social Security number _____ Email _____

Plan ID 274535

My signature

Signature _____ Date _____

Your signature serves as acknowledgment that you have provided accurate information and authorize the rollover of retirement account assets in accordance with this form as soon as administratively possible.

Employer use only

Signature of plan administrator _____ Date _____

Note: To process this request in the most efficient manner, please use your employer website.

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This is your opportunity. The decision to save today can shape your future. You'll thank yourself later.

Join your retirement plan today!

Enroll online in minutes:

<https://my.vanguardplan.com>

Or call: 866-794-2145

For more information about any fund, including investment objectives, risks, charges, and expenses, call Vanguard at 800-523-1188 to obtain a prospectus or, if available, a summary 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 Vanguard fund prospectuses at vanguard.com.

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