



Important Notice to Plan Participants Concerning Your Rights Under the MSC Development, Inc. 401(k) Plan

April 19, 2024

The MSC Development, Inc. 401(k) Plan (“the Plan”) is undergoing some changes. Please carefully read through this notice for what this means to you.

- MSC Development, Inc is moving **from Principal to EPIC Retirement Plan Services (EPIC)** to access and manage the Plan’s 401(k) and has engaged **Busey Wealth Management** as the Discretionary Trustee and consultant for the Plan.
- Busey advisors will be available to participants as a resource to provide investment advice, assist with retirement planning, and more.
- Participants will have new account access through the EPIC platform.
- The Plan will have a new line-up of investment options through EPIC.
- Participants will see a new statement format beginning with the 3rd quarter 2024 statement.
- Your 401(k) account will be temporarily restricted from **June 3rd, 2024 – July 5th, 2024**. This timeframe is otherwise known as a “blackout period” and allows the Plan assets to transfer to EPIC’s recordkeeping system as well as carefully review and reconcile accounts.
- Your contribution rate will remain the same throughout the transition **unless you make changes prior to June 3rd**. Once the blackout period ends, you may change your contribution rate on the EPIC platform.
- If you currently have a balance in the Principal Stable Value Fund or the US Property Separate Account, see the paragraphs below in the “What Happens to My Contributions & Investments?” section for additional information.

How Will the Blackout Period Affect Me?

From June 3rd – July 5th, you will be unable to:

- Change your contribution rate / amount.
- Change your existing or future investments.
- Request a new loan (payments for existing loans will continue through payroll deductions).
- Take a distribution or roll your balance over.

Whether or not you are planning retirement in the near future, we encourage you to carefully consider how this blackout period may affect your retirement planning as well as your overall financial plan. It is very important that you review and consider the appropriateness of your current investments in light of your inability to direct or diversify those assets during this blackout period. For your long-term retirement security, you should give careful consideration to the importance of a well-balanced and diversified investment portfolio, taking into account all of your assets, income and investments.



What Happens to My Contributions & Investments?

Your current contribution rate will remain the same throughout this transition unless you make a change **prior to June 3rd**. During the blackout, your current investments at Principal will be liquidated and transferred to a similar investment option on the EPIC platform. See attached mapping chart for detailed information.

The exchanges to the new funds will occur automatically and will not require you to take any action. For a comprehensive list of available investment options, please see the enclosed fee disclosure (Investment & Fee Notice). After the blackout, you can make changes to your investment choices if you choose.

If you have a balance in the **Principal Stable Value Fund** or **US Property Separate Account** these will remain at Principal on June 3rd. These funds have restrictions on when they can be liquidated. **Please carefully read the options and expectations below.**

Principal Stable Value Fund:

The Principal Stable Value Fund (PSVF) requires that assets remain in the fund for approximately 12 months following the Plan's transition to EPIC. Prior to June 3, 2024, you may access your account in Principal and move your balance in the PSVF to another investment choice. If you take no action prior to June 3, your balance in the PSVF will remain in Principal for approximately 12 months. After approximately 12 months, your balance will automatically liquidate and transfer out of Principal to the Schwab Bank Savings fund in the EPIC platform.

If you are a terminated or retired participant in the plan, you will be able to contact Principal to request a distribution of the assets in the Principal Stable Value Fund at any time after the blackout period ends on July 5th.


US Property Separate Account:

The US Property Separate Account has contractual limitations that delay withdrawal, liquidation, and transfer of balances from the account. Through the liquidation event following June 3, MSC Development will request transfer of these assets to the EPIC platform. The US Property Separate Account will process these payment requests over an unspecified period of time when sufficient cash becomes available for distribution. As the liquidation and transfer occurs, the balances will be invested in your investment elections at that time. Prior to June 3, participants can request a transfer of balances in this account through Principal, but the same requirements will apply for delayed distribution.



What Should I Do Next?

Access and set up your account at EPIC **after July 5th**. Getting started is easy! Download the app or visit the URL below:

-  mobile app in the App Store or Google Play
- <https://go-retire.com/busey>


Note: *Initial Username:* your Social Security Number (no dashes)
Initial Password: your birth date (MMDDYYYY)

The system will require you to create a new Username and Password for all subsequent logins. For the highest online security, you will be required to establish two factor authentication when prompted during the online setup. For login assistance, call **EPIC at 800.716.3742** weekdays between 7am-7pm Central Time.

Where Can I Get More Information & Personalized Help?

Busey's Retirement Plan Participant Advisors are available to provide you with expert advice to help you make informed decisions specific to your needs and goals.



Visit <https://www.busey.com/morningstar> or scan  with your smartphone camera. You'll find all the available conversion information conveniently located in one place, including brief informational videos explaining these changes, what you need to do and how Busey can help.

- Still have questions after reading and viewing everything on [busey.com/morningstar](https://www.busey.com/morningstar)? Use the link on [busey.com/morningstar](https://www.busey.com/morningstar) to schedule a 30 minute 1:1 meeting to be held after the blackout ends July 5th. Busey can answer your questions, render investment advice, help you review your beneficiaries, assist you with retirement planning and more. Additional meetings and dates will be announced soon.
- Have a balance in the plan but no longer work for the company? Contact Busey to schedule an appointment.

If you have questions regarding this notice or the blackout period, please contact your Busey Retirement Plan Participant Advisors at 217.365.4874 or RetirementPlans@busey.com. You may also contact the Morningstar Human Resources team, specifically Meg Wolaver at mwolaver@mstarproperties.com or Lynn Beckstein at lbeckstein@mstarproperties.com.

Difficulty logging in after July 5? Call EPIC at 800.716.3742 weekdays between 7am-7pm CT.