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Your Aon Savings Plan is moving to Vanguard

We're pleased to announce that Vanguard will be the new recordkeeper of the Aon Savings Plan, starting in July 2024. Aon performed a thorough marketplace review to select a provider best positioned to support Aon's savings plan, deliver maximum value for the fees charged and to ensure Aon is delivering a market-leading colleague experience that will support retirement readiness and financial wellbeing. Aon chose Vanguard to help you manage your retirement plan savings.

The **Aon Supplemental Savings Plan** will also be administered by Vanguard. If this applies to you, you will receive more information in early June.

Although this move will happen automatically, we encourage you to read through the following important information about the Aon Savings Plan's transition to Vanguard and upcoming temporary transaction and account restrictions.

The Fee Disclosure Notice is enclosed with this letter. This is a legally required notice describing the fees associated with the Aon Savings Plan.

Preparing for the transition

To ensure an orderly and accurate transition, activity will be temporarily restricted in your Aon Savings Plan account. We encourage you to carefully consider how these restrictions may affect your retirement planning, as well as your overall financial plan. Please see the "**Your savings plan's moving schedule**" table on the next page for a list of restricted transactions and corresponding dates. The information and restriction schedule for the brokerage account can be found under "**Your brokerage account's moving schedule.**"

During the transition periods, you can determine whether the temporary restrictions on your account have begun or ended by using the contact information at the end of this communication.

Account blackout period begins June 27 at 3 p.m., Central time

- You won't be able to make changes to your 401(k) savings account for a few weeks during the move. Now is a good time to review your investments and other plan elections to make any changes before the blackout period begins. Otherwise, you'll need to wait until the move to Vanguard is complete to make changes to your account again.
- To make changes to your account **before** the blackout period begins, please contact Alight at **1-855-625-5500** or <http://digital.alight.com/aon>. From your Aon laptop, go to Aon Avenue and look for **Top Tools** on home page and click on **UPoint**.

- Your contributions and any loan payments through payroll deduction will continue as usual during the move.

Before the blackout period begins, be sure to go to Aon Savings Plan Account Activity on the left-hand side of the UPoint home page to:

- Review your current investments.
- Print a copy of your account balance.
- Check your beneficiary designation.

Your savings plan’s moving schedule

Date	Plan Activity
June 10, 2024	Last day Alight can accept paperwork for a domestic relations order.
June 14, 2024	The last day to request paperwork from Alight for hardship requests, rollover contribution forms, principal residence loans, and spousal consent forms for non-spousal beneficiary designations.
June 15, 2024	Last day to request one-time loan direct debit.
June 21, 2024	<p>Last day for Alight to receive:</p> <ul style="list-style-type: none"> • Primary residence loans applications and documentation. • Hardship withdrawal requests and documentation. • Manual loan repayment checks. • Rollover contribution checks and documentation. • Non-spousal beneficiary designations. • Early loan payoffs. <p>Last day to request ongoing loan repayment via direct debit request.</p> <p>If documentation for these types of transactions is not received by June 21, 2024, you will need to initiate them with Vanguard again after the move is complete.</p>
June 27, 2024 before 3 p.m., Central time	<p>Last day to access your account on UPoint or contact Alight for any other requests and changes, including:</p> <ul style="list-style-type: none"> • Changing your address. • Changing your investments. • Moving your money to new funds. • Taking a distribution. • Taking a loan. • Changing the amount you contribute from each paycheck. • Enrolling in the Aon Savings Plan.
June 28, 2024	<p>Your account will move to Vanguard—funds will move via in-kind transfer.* You will not be able to access your account online or make requests through Alight during this blackout period.</p> <p>Contributions and loan payments through payroll deduction will continue during this time.</p>
Week of July 14, 2024	The move is complete. You have full access to your account at Vanguard.

*These assets will be transferred in-kind and re-registered at Vanguard at each fund’s net asset value (NAV) at market close on June 28, 2024.

How your account will move

Your account balance will remain invested in the same funds as it is at the close of business on June 28 for the whole blackout period. Just remember that market fluctuations can happen during the blackout period. So it's a good idea to make sure you're comfortable with your investments before the blackout starts.

After the transition, you can move your money or redirect your contributions to other investment funds in the Aon Savings Plan.

Important information about the Aon Savings Plan brokerage account

If you have an Aon Savings Plan brokerage account, it will move to Charles Schwab & Co., Inc. (Schwab). Vanguard will provide administrative and recordkeeping services for the plan, but the brokerage service will be provided through Schwab. The brokerage service available through the plan is called the Schwab Personal Choice Retirement Account (PCRA).

How your brokerage account will move

Your brokerage account will transfer from Pershing to Schwab automatically. You don't have to do anything now.

Once your Schwab brokerage account is opened, you will receive a welcome packet and account verification kit from Schwab that includes your account number and instructions for registering your account at Schwab so that you can resume trading.

Your brokerage account's moving schedule

June 6, 2024, before 3 p.m., Central time	The last day you can open a new brokerage account under the savings plan with Alight before the move.
June 13, 2024, before 3 p.m., Central time	The last day to close your savings plan brokerage account or take a distribution from your brokerage account with Alight before the move.
June 20, 2024, before 3 p.m., Central time	The last day to place trades in your savings plan brokerage account, move money between your brokerage account and the core investments in the Aon Savings Plan, or take a loan from your plan using the proceeds in your brokerage account with Alight.
June 28, 2024, after 3 p.m., Central time	Assets in your savings plan brokerage account are expected to transfer in-kind to Schwab. If there are any securities in your brokerage account that cannot be held at Schwab, you will be contacted by letter by the end of May.
Week of July 21, 2024	Once you register your account at Schwab, you can resume all normal brokerage account activity.

Have Roth money in your brokerage account?

Currently, before-tax, after-tax, and Roth 401(k) money is commingled in one brokerage account at Pershing. After the plan transfer to Schwab, you will have a separate plan brokerage account for your Roth 401(k) money. That portion will be based on the percentage of your brokerage balance (to six decimal places) that is invested on a Roth basis at Pershing as of market close on June 28, 2024.

Your Roth 401(k) brokerage account will be funded entirely from your brokerage money market settlement fund, if possible. If there is not enough money in that fund, the remaining Roth balance will be designated from your brokerage holdings in this order:

- Money market mutual funds in alphabetical order by ticker symbol.
- All other mutual funds in alphabetical order by ticker symbol.
- Exchange-traded funds (ETFs) without options in alphabetical order by ticker symbol.
- Stocks without options in alphabetical order by ticker symbol.
- Rights in alphabetical order by ticker symbol.
- Warrants in alphabetical order by ticker symbol.
- Preferred stock in alphabetical order by ticker symbol.
- Fixed income securities in alphabetical order by ticker symbol.
- Stocks with corresponding options in alphabetical order by ticker symbol.
- ETFs with corresponding options in alphabetical order by ticker symbol.

This process may result in a security being split between a before-tax/after-tax brokerage account and a Roth 401(k) brokerage account. If it results in your holding less than a share in either account, the fractional share will be sold. You will not be charged a commission for this transaction.

If your Roth 401(k) brokerage account can't be funded with the method outlined above, Vanguard will contact you.

More information about your brokerage account

You will soon receive a welcome packet and an account verification kit with additional information on your new brokerage account, plus instructions for registering your brokerage account at Schwab. After you register, you may not see all your brokerage account holdings at Schwab until the asset transfer is complete.

Post conversion things to know and action items

When the blackout period is lifted in July, **you will need to add your banking information at Vanguard if you receive regular payments from your savings plan account by direct deposit.** This will keep your installment payments or required minimum distributions paid by direct deposit. After the blackout period, log in to vanguard.com/retirementplans (you can use your new plan number, **090241**, to sign up for secure web access) or call Vanguard at **800-523-1188**. Until you set up direct deposit, you'll receive future installment payments and required minimum distributions by check.

Your federal tax withholding information won't carry over during the move. Your withholding will automatically reset to the IRS default—unless you take action. Once your Aon Savings Plan account is moved to Vanguard, you can choose a different withholding amount by completing a new tax form. Keep an eye out for more information coming soon.

Depending on your employment status, re-establishing any ongoing loan repayments via loan direct debit maybe necessary.

- **Active employees- no action required**
Your loan(s) will convert and repayments through payroll deduction will continue.
- **Non-active employees**
Contact Vanguard at **800-523-1188** to set up ACH, continue with your repayments and avoid your loan(s) defaulting.

Explore your plan's new investment choice after July 1, 2024. As a part of the move to Vanguard, the Target Date 2065 Portfolio will become an option within your plan's investment lineup.

We'll stay in touch

We'll provide regular updates, and we'll let you know when your plan's move is complete. When it is, you'll have full access to your account again and will be able to call Vanguard with any questions. Consider bookmarking and checking vanguard.com/aonmicrosite regularly for information about the move.

Welcome to Vanguard. We look forward to serving you.

Whenever you invest, there's a chance you could lose the money.

Schwab Personal Choice Retirement Account® (PCRA) is offered through Charles Schwab & Co., Inc. (Member SIPC), the registered broker/dealer, which also provides other brokerage and custody services to its customers.

Brokerage services provided by Charles Schwab, member FINRA/SIPC.

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