

ENCO, INC. 401(K) PLAN
Voya Plan 811600
Your Investment Program - Plan-related Information
August 31, 2021

The purpose of this document is to summarize certain plan-related information regarding the plan's investment options and fees to be paid in connection with plan services or options selected. It is intended to be read along with the comparative chart of Investment-related Information. These summaries are not intended to replace the Summary Plan Description (SPD), or the investment product information provided separately by Voya. This summary is intended for the sole purpose of complying with the disclosure requirements of Department of Labor regulations under §2550.404a-5. Please refer to your plan's disclosure materials prior to making investment decisions. Fees are subject to change from time to time. If there is any conflict between this summary and the governing plan agreements, then the governing plan agreements will control.

Contributions to the plan can be invested in a variety of investment options and you may have one or more forms of distribution to choose from. You will receive periodic statements that will include account values, unit values, and fees deducted. You will also have access to your account through Voya's Customer Contact Center and participant website.

Where and How to Give investment instructions

The plan permits participants to direct the investment of contributions.

After you have enrolled in the Plan, you may direct your investments by accessing Voya's plan participant website at www.voyaretirementplans.com or by calling the Voya Retirement Services Customer Contact Center at 1-800-584-6001.

Designated Investment Alternatives

The designated investment alternatives available under the plan as of the date above are as follows:

AB Large Cap Growth Fund Z	American Funds 2010 Target Date R6
American Funds 2015 Target Date R6	American Funds 2020 Target Date R6
American Funds 2025 Target Date R6	American Funds 2030 Target Date R6
American Funds 2035 Target Date R6	American Funds 2040 Target Date R6
American Funds 2045 Target Date R6	American Funds 2050 Target Date R6
American Funds 2055 Target Date R6	American Funds 2060 Target Date R6
American Funds 2065 Target Date R6	American Funds Am Balanced R6
American Funds EuroPacific Grw R6	American Funds Fundamental Inv R6
American Funds New Perspective R6	DFA Global Real Estate Sec Port Inst
DFA Interm Govt Fixed Income Pt Inst	Franklin Small Cap Value Fund R6
JPMorgan Equity Income Fund R6	Pioneer Strategic Income Fund K
Vanguard Health Care Index Fund Adm	Vanguard Mid-Cap Index Fund Adm
Vanguard Small-Cap Index Fund Adm	Vanguard Sm-Cap Grwth Index Fnd Adm
Virtus Crdx Md-Cp Val Eqty Fd R6	Voya Fixed Account (4062)
Voya Intermediate Bond Fund R6	VY TRowePrice Divr MdCp Gr Pt R6

Please refer to the comparative investment chart for information about designated investment alternatives available as of the date above. The funds available are subject to change from time to time. The

designated investment alternatives available to new participants are identified during the enrollment process. Once you have enrolled, your Voya website will be your source of information on available funds.

Designated Investment Managers

If elected, Morningstar Investment Management LLC actively manages the participant's account and provides a personalized retirement strategy, discretionary asset management, and ongoing oversight. Morningstar Investment Management LLC assumes responsibility for monitoring the participant's account on a quarterly basis and executing appropriate transactions on the participant's behalf.

Annual Services Fees	Fee	Payment Method
Managed Account Service Fee	.50%	Deducted from Participant Account

The Morningstar Managed account service fees are deducted from participant accounts on a calendar quarterly basis. Such fees are determined by multiplying the applicable fee and the number of days of enrollment in the Managed Account service for the quarterly period. A final fee deduction is made from participant accounts using the same methodology when a participant exits from the Morningstar Managed account service.

Individual Service Fees

The fees below apply to certain individual services and transactions and will be deducted from your account when applicable. If more than one service provider performs services on behalf of the plan, then each provider's fees are shown separately. Fees that apply to the same transaction or service may be combined on your statements.

Fee Type	Fees*	Entity Charging the Fee
In-Service Withdrawal and Hardship Distribution Processing, one-time charge per disbursement or withdrawal: [Note: Not applicable for 90-day permissible withdrawals under Automatic Enrollment]	\$50.00	Voya
Loan Initiation Fee, one-time charge per loan:	\$100.00	Voya
Overnight Mail, per occurrence:	\$50.00	Voya
Participant-Initiated Wire, per occurrence:	\$50.00	Voya
Qualified Domestic Relations Order (QDRO), per occurrence:	\$375.00	DORSA CONSULTING INC.
Required Minimum Distribution (RMD) Fee, per occurrence:	\$75.00	DORSA CONSULTING INC.
Stop Payment, per occurrence:	\$50.00	Voya
Termination Distribution Processing, one-time charge per distribution:	\$50.00	Voya

*The above fees are subject to change from time to time.

Additional Disclosures

Separate fees may be assessed against your account if you elect other transactions or service programs, or for third party services. The amount of any fees actually deducted from your account will be shown on your quarterly employee statement or confirmation.

Some of the plan's administrative expenses were paid from revenue sharing payments of one or more of the plan's designated investment alternatives.

Voya Retirement Insurance and Annuity Company
INVESTMENT-RELATED INFORMATION
 ENCO, INC. 401(K) PLAN
 Voya Plan 811600
 August 31, 2021

This document includes important information to help you compare the investment options under your retirement plan. If you want additional information about your investment options, you can go to the specific Internet Web site address shown below. You can also contact Voya Retirement Services Customer Contact Center at 1-800-584-6001, One Orange Way, Windsor, CT 06095. A free paper copy of the information available on the Web site can be obtained by contacting Voya Retirement Services Customer Contact Center at 1-800-584-6001.

This summary is intended for the sole purpose of complying with the disclosure requirements of Department of Labor regulations under §2550.404a-5. Please refer to your plan's disclosure materials prior to making investment decisions.

Document Summary

This document has 2 parts. Part I consists of performance information for plan investment options. This part shows you how well the investments have performed in the past. Part II shows you the fees and expenses you will pay if you invest in an option.

Part I. Performance Information

Table 1 focuses on the performance of investment options that do not have a fixed or stated rate of return. Table 1 shows how these options have performed over time and allows you to compare them with an appropriate benchmark for the same time periods. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Information about an option's principal risks is available on the Web site[s].

All funds assume reinvestment of all dividends (ordinary income and capital gains) and are net of management fees and other fund operating expenses as well as separate account charges where applicable. The numbers may also reflect maintenance fees, administration fees, and/or deferred sales charges, if your contract is funded through a registered separate account. The table shows how these options have performed over time and allows you to compare them with an appropriate benchmark for the same time periods. Note that the benchmark performance does not reflect the fees and charges associated with the product and investment options in your particular contract.

Table 1 - Variable Return Investments								
Name / Type of Option	Average Annual Total Return as of 12/31/20				Benchmark			
	1 yr	5 yr	10 yr	Since Inception	1 yr	5 yr	10 yr	Since Inception
ASSET ALLOCATION								
American Funds 2010 Target Date R6 www.voyaretirementplans.com	8.65%	6.96%	6.41%		10.24%	7.55%	6.68%	
					S&P Target Date Through 2010 TR Index			
American Funds 2015 Target Date R6 www.voyaretirementplans.com	9.35%	7.42%	6.90%		10.62%	8.25%	7.34%	

Name / Type of Option	Average Annual Total Return as of 12/31/20				Benchmark			
	1 yr	5 yr	10 yr	Since Inception	1 yr	5 yr	10 yr	Since Inception
					S&P Target Date Through 2015 TR Index			
American Funds 2020 Target Date R6 www.voyaretirementplans.com	10.38%	7.97%	7.55%		11.04%	8.94%	7.95%	
					S&P Target Date Through 2020 TR Index			
American Funds 2025 Target Date R6 www.voyaretirementplans.com	13.05%	9.27%	8.65%		11.59%	9.60%	8.54%	
					S&P Target Date Through 2025 TR Index			
American Funds 2030 Target Date R6 www.voyaretirementplans.com	14.52%	10.46%	9.47%		11.82%	10.26%	9.01%	
					S&P Target Date Through 2030 TR Index			
American Funds 2035 Target Date R6 www.voyaretirementplans.com	16.90%	11.82%	10.17%		12.76%	10.89%	9.44%	
					S&P Target Date Through 2035 TR Index			
American Funds 2040 Target Date R6 www.voyaretirementplans.com	18.12%	12.38%	10.48%		13.46%	11.36%	9.74%	
					S&P Target Date Through 2040 TR Index			
American Funds 2045 Target Date R6 www.voyaretirementplans.com	18.56%	12.60%	10.61%		14.15%	11.66%	9.91%	
					S&P Target Date Through 2045 TR Index			
American Funds 2050 Target Date R6 www.voyaretirementplans.com	18.77%	12.74%	10.68%		14.31%	11.79%	10.03%	
					S&P Target Date Through 2050 TR Index			
American Funds 2055 Target Date R6 www.voyaretirementplans.com	18.74%	12.73%	10.66%		14.31%	11.82%	10.06%	
					S&P Target Date Through 2055 TR Index			
American Funds 2060 Target Date R6 www.voyaretirementplans.com	18.79%	12.73%		10.56%	14.37%	11.85%		9.50%
					S&P Target Date Through 2060 TR			
American Funds 2065 Target Date R6 www.voyaretirementplans.com				46.44%				46.66%
					S&P Target Date Through 2065 +TR			
BALANCED								
American Funds Am Balanced R6 www.voyaretirementplans.com	10.61%	9.75%	9.66%		14.73%	11.00%	9.97%	
					BBgBarc US Agg Bond 40%/S&P 500 60%			

Name / Type of Option	Average Annual Total Return as of 12/31/20				Benchmark			
	1 yr	5 yr	10 yr	Since Inception	1 yr	5 yr	10 yr	Since Inception
BONDS								
DFA Interm Govt Fixed Income Pt Inst www.voyaretirementplans.com	8.50%	3.50%	3.08%		7.94%	3.76%	3.26%	
					Bloomberg US Government TR Index			
Pioneer Strategic Income Fund K www.voyaretirementplans.com	7.18%	5.47%	4.44%		7.58%	4.87%	4.16%	
					Bloomberg US Universal TR Index			
Voya Intermediate Bond Fund R6 www.voyaretirementplans.com	7.63%	4.74%	4.41%		7.51%	4.44%	3.84%	
					Bloomberg US Agg Bond TR Index			
GLOBAL / INTERNATIONAL								
American Funds EuroPacific Grw R6 www.voyaretirementplans.com	24.58%	11.85%	7.55%		10.65%	8.92%	4.92%	
					MSCI ACWI ex USA Index NR USD			
American Funds New Perspective R6 www.voyaretirementplans.com	33.08%	16.21%	12.42%		16.25%	12.26%	9.13%	
					MSCI ACWI NR USD			
LARGE CAP GROWTH								
AB Large Cap Growth Fund Z www.voyaretirementplans.com	33.72%	19.55%	16.95%		38.49%	21.00%	17.21%	
					Russell 1000 Growth Index TR USD			
LARGE CAP VALUE/BLEND								
American Funds Fundamental Inv R6 www.voyaretirementplans.com	14.67%	13.44%	12.20%		18.40%	15.22%	13.88%	
					S&P 500 Index TR USD			
JPMorgan Equity Income Fund R6 www.voyaretirementplans.com	3.31%	10.71%	11.30%		2.80%	9.74%	10.50%	
					Russell 1000 Value Index TR USD			
SMALL/MID/SPECIALTY								
DFA Global Real Estate Sec Port Inst www.voyaretirementplans.com	-7.23%	5.05%	6.98%		-9.09%	3.66%	6.14%	
					S&P Global REIT NR Index			
Franklin Small Cap Value Fund R6 www.voyaretirementplans.com	5.25%	10.58%	8.73%		4.63%	9.65%	8.66%	
					Russell 2000 Value Index TR USD			
Vanguard Health Care Index Fund Adm www.voyaretirementplans.com	17.59%	12.05%	15.82%		18.28%	12.73%	16.53%	
					MSCI US IMI/Health Care 25-50 Index GR USD			

Name / Type of Option	Average Annual Total Return as of 12/31/20				Benchmark			
	1 yr	5 yr	10 yr	Since Inception	1 yr	5 yr	10 yr	Since Inception
Vanguard Mid-Cap Index Fund Adm www.voyaretirementplans.com	17.59%	12.66%	11.78%		18.24%	13.30%	12.44%	
					MSCI US Mid Cap 450 Jan 30, 2013/CRSP US Mid Cap thereafter			
Vanguard Small-Cap Index Fund Adm www.voyaretirementplans.com	18.45%	12.98%	11.39%		19.07%	13.58%	12.18%	
					CRSP US Small Cap TR USD			
Vanguard Sm-Cap Grwth Index Fnd Adm www.voyaretirementplans.com	34.54%	17.34%	13.39%		35.35%	17.97%	13.61%	
					CRSP US Small Cap Growth TR Index			
Virtus Crdx Md-Cp Val Eqty Fd R6 www.voyaretirementplans.com	-1.51%	9.89%	9.24%		4.96%	9.73%	10.49%	
					Russell Mid Cap Value Index TR USD			
VY TRowePrice Divr MdCp Gr Pt R6 www.voyaretirementplans.com	31.18%	18.00%	14.40%		13.66%	12.35%	11.51%	
					S&P MidCap 400 Index TR			

Certain benchmark performance data that appears in Table I may be provided by MSCI or Bank of America. Please read these important disclaimers concerning that information:

Source: MSCI. Neither MSCI nor any other party involved in or related to compiling, computing or creating the MSCI data makes any express or implied warranties or representations with respect to such data (or the results to be obtained by the use thereof), and all such parties hereby expressly disclaim all warranties of originality, accuracy, completeness, merchantability or fitness for a particular purpose with respect to any of such data. Without limiting any of the foregoing, in no event shall MSCI, any of its affiliates or any third party involved in or related to compiling, computing or creating the data have any liability for any direct, indirect, special, punitive, consequential or any other damages (including lost profits) even if notified of the possibility of such damages. No **further distribution or dissemination of the MSCI data** is permitted without MSCI's express written consent.

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Table 2 focuses on the performance of investment options that have a fixed or stated rate of return. Table 2 shows the annual rate of return of each such option, the term or length of time that you will earn this rate of return, and other information relevant to performance.

Table 2 - Fixed Return Investments			
Name / Type of Option	Return	Term	Other
STABILITY OF PRINCIPAL			
Voya Fixed Account (4062)	1.00%	N/A	Rates are subject to change at any time

Name / Type of Option	Return	Term	Other
www.voyaretirementplans.com			subject to contract guarantees. The Guaranteed Minimum Interest rate is 1.00%. Current rate information is available by calling 1-800-584-6001.

Part II. Fee and Expense Information

Table 3 shows fee and expense information for the investment options listed in Table 1 and Table 2. Table 3 shows the Total Gross and Net Annual Operating Expenses of the options in Table 1. Net Operating Expenses are reduced by fund waivers and adjustments, when applicable. Annual Operating Expenses are expenses that reduce the rate of return of the investment option. Table 3 also shows Shareholder-type Fees. These fees are in addition to Annual Operating Expenses. To find additional information about your investments, please see applicable fund information in the appropriate documents made available to you (e.g. prospectus, Fund Fact Sheet, fund information section on the plan's web site, etc.).

Table 3 - Fees and Expenses					
Name / Type of Option	Total Gross Annual Operating Expenses		Total Net Annual Operating Expenses		Shareholder Type Fees/ Fund Restrictions
	As a %	Per \$1,000	As a %	Per \$1,000	
ASSET ALLOCATION					
American Funds 2010 Target Date R6	0.85%	\$8.50	0.85%	\$8.50	
American Funds 2015 Target Date R6	0.85%	\$8.50	0.85%	\$8.50	
American Funds 2020 Target Date R6	0.86%	\$8.60	0.86%	\$8.60	
American Funds 2025 Target Date R6	0.88%	\$8.80	0.88%	\$8.80	
American Funds 2030 Target Date R6	0.90%	\$9.00	0.90%	\$9.00	
American Funds 2035 Target Date R6	0.92%	\$9.20	0.92%	\$9.20	
American Funds 2040 Target Date R6	0.93%	\$9.30	0.93%	\$9.30	
American Funds 2045 Target Date R6	0.94%	\$9.40	0.94%	\$9.40	
American Funds 2050 Target Date R6	0.94%	\$9.40	0.94%	\$9.40	
American Funds 2055 Target Date R6	0.94%	\$9.40	0.94%	\$9.40	
American Funds 2060 Target Date R6	0.95%	\$9.50	0.95%	\$9.50	
American Funds 2065 Target Date R6	1.00%	\$10.00	0.95%	\$9.50	
BALANCED					
American Funds Am Balanced R6	0.81%	\$8.10	0.81%	\$8.10	
BONDS					
DFA Interm Govt Fixed Income Pt Inst	0.67%	\$6.70	0.67%	\$6.70	

Name / Type of Option	Total Gross Annual Operating Expenses		Total Net Annual Operating Expenses		Shareholder Type Fees/ Fund Restrictions
	As a %	Per \$1,000	As a %	Per \$1,000	
Pioneer Strategic Income Fund K	1.17%	\$11.70	1.17%	\$11.70	
Voya Intermediate Bond Fund R6	0.85%	\$8.50	0.85%	\$8.50	
GLOBAL / INTERNATIONAL					
American Funds EuroPacific Grw R6	1.01%	\$10.10	1.01%	\$10.10	
American Funds New Perspective R6	0.97%	\$9.70	0.97%	\$9.70	
LARGE CAP GROWTH					
AB Large Cap Growth Fund Z	1.09%	\$10.90	1.08%	\$10.80	
LARGE CAP VALUE/BLEND					
American Funds Fundamental Inv R6	0.83%	\$8.30	0.83%	\$8.30	
JPMorgan Equity Income Fund R6	1.03%	\$10.30	1.02%	\$10.20	
SMALL/MID/SPECIALTY					
DFA Global Real Estate Sec Port Inst	0.89%	\$8.90	0.79%	\$7.90	
Franklin Small Cap Value Fund R6	1.24%	\$12.40	1.20%	\$12.00	
Vanguard Health Care Index Fund Adm	0.65%	\$6.50	0.65%	\$6.50	
Vanguard Mid-Cap Index Fund Adm	0.60%	\$6.00	0.60%	\$6.00	
Vanguard Small-Cap Index Fund Adm	0.60%	\$6.00	0.60%	\$6.00	
Vanguard Sm-Cap Grwth Index Fnd Adm	0.62%	\$6.20	0.62%	\$6.20	
Virtus Crdx Md-Cp Val Eqty Fd R6	1.42%	\$14.20	1.34%	\$13.40	
VY TRowePrice Divr MdCp Gr Pt R6	1.32%	\$13.20	1.32%	\$13.20	
STABILITY OF PRINCIPAL					
Voya Fixed Account (4062)	N/A	N/A	N/A	N/A	<ul style="list-style-type: none"> •Transfers from Fixed Account to other investment options may be limited to a percentage of the Fixed Account January 1st balance. That percentage will never be less than 10%. A higher percentage may also be allowed. For the current transfer percentage, call 1-800-584-6001. •Market Value Adjustments per contract formula for non-benefit Surrenders.

Voya "Excessive Trading" Policy

Voya actively monitors fund transfer and reallocation activity within its variable insurance and retirement products to identify Excessive Trading. Voya currently defines Excessive Trading as: a) More than one purchase and sale of the same fund (including money market funds) within a 60 calendar day period (hereinafter, a purchase and sale of the same fund is referred to as a "roundtrip"). This means two or more round-trips involving the same fund within a 60 calendar day period would meet Voya's definition of Excessive Trading; or b) Six round-trips within a twelve month period.

Each fund available through Voya's variable insurance and retirement products, either by prospectus or stated policy, has adopted or may adopt its own excessive/frequent trading policy. Voya reserves the

right, without prior notice, to implement restrictions and/or block future purchases of a fund by an individual who the fund has identified as violating its excessive/frequent trading policy. All such restrictions and/or blocking of future fund purchases will be done in accordance with the directions Voya receives from the fund.

Voya's Excessive Trading Policy does not apply to Employer Stock Funds, Fixed Account, Fixed Plus Account, Guaranteed Accumulation Account or Stabilizer.

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's Web site for help with understanding your retirement plan fees and expenses at <https://www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/publications/understanding-your-retirement-plan-fees>. Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals.

Please visit Voya Retirement Plans Website at www.voyaretirementplans.com for a glossary of investment terms relevant to the investment options under this plan. This glossary is intended to help you better understand your Options.